



A publication of the Southern States PBA

BLUE REVIEW

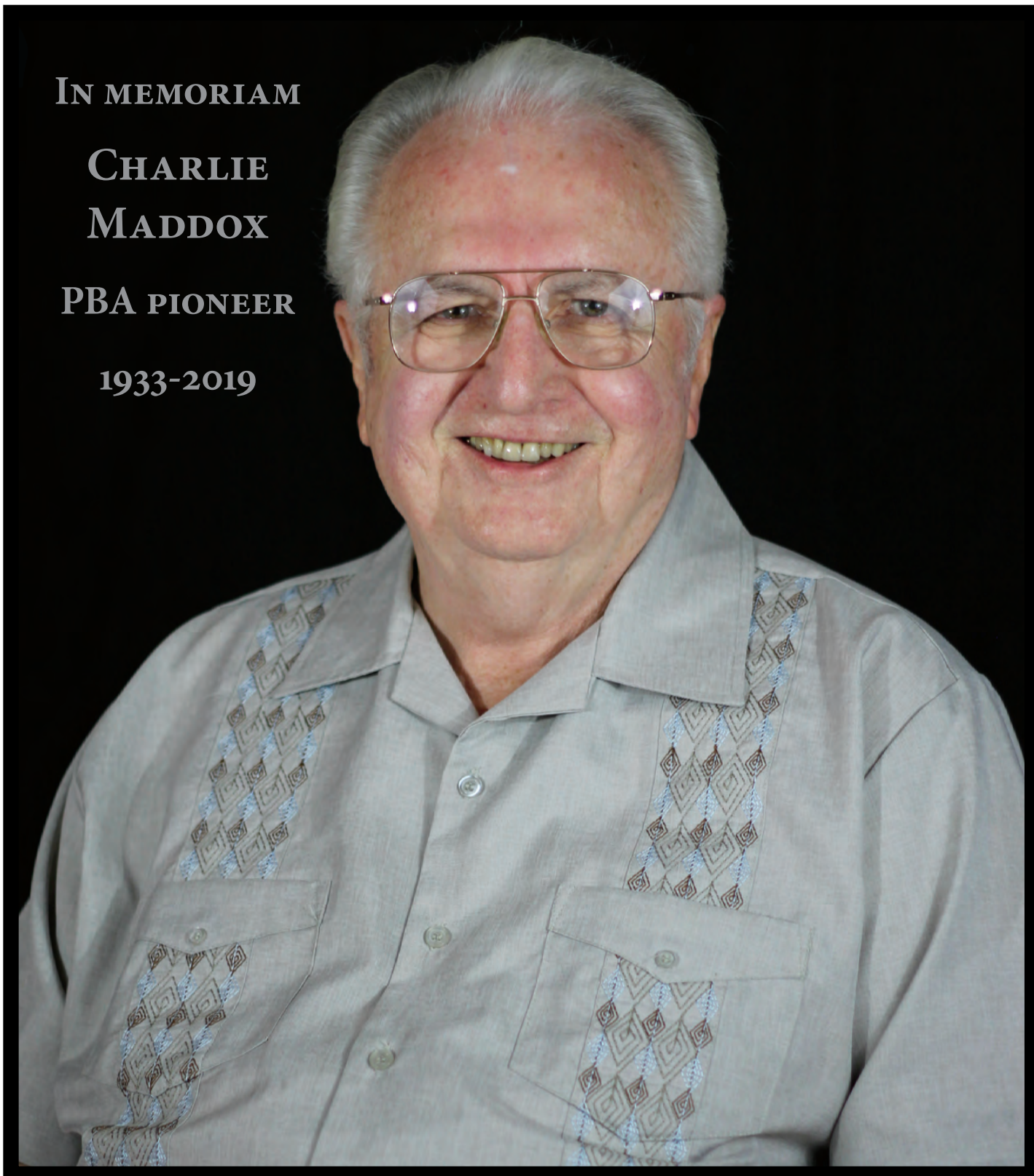
AN IN-DEPTH LOOK AT THE PBA, ISSUE 13

IN MEMORIAM

CHARLIE
MADDOX

PBA PIONEER

1933-2019





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NO ONE LIKES TO THINK ABOUT IT!

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- Don't panic! Calm down and compose yourself.
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- The PBA will provide you with an attorney prior to making a statement - either on the scene or wherever needed.
- Wait until you talk to a PBA attorney before making any statements, oral or written, unless you have been given a direct order to do so.

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The PBA is there to protect your rights.

Contents

2019 Blue Review



3 SSPBA remembers Charlie Maddox

6 Legal Department Update 2019

10 Richmond County, Ga., Honor Guard

12 N.C. passes tougher Move Over law

16 Cary officer faces health crisis

25 Virginia improves police Bill of Rights

28 Hiker Joe hits up New Zealand

42 Officer makes life-saving donations

45 Mobile plans second Glow Run in 2020

49 TNPBA President Bohanan gets governor appointment

52 Diamond Lakes PBA cleans up in Benton

53 NCPBA supports whistleblower law



12

3



28



49

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RENEE DIXON, SSPBA CHIEF OPERATING OFFICER

Renee handles the day-to-day operations of the SSPBA under the authority of CEO Jack Roberts, and has been with the SSPBA for 33 years.

"I strive to make sure that every member's needs are handled with professionalism and care. If you have any questions or concerns, please do not hesitate to contact me at (800) 233-3506, ext. 349."



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IN MEMORIAM



CHARLIE MADDOX
Past President
(1933-2019)

Charlie Maddox

1933-2019

Maddox remembered for devotion to law enforcement agencies, officers

Former SSPBA president passed away in June

SSPBA Past President and sitting board member Charlie Maddox passed away June 25, 2019. He lived most of his life advocating for rank and file law enforcement officers, and his passing leaves a hole in the heart of SSPBA.

Charlie Maddox was born in 1933 in Bessemer, Ala. When he was 16, he joined the Army and became an Airborne Ranger. He served in Korea with the 187th Regimental Combat Team -- also known as the famed Rakkasans.

He was also part of the 82nd Airborne and the 11th Airborne, and was a military policeman and a drill instructor at the jump school at Fort Benning in Columbus, Ga.

He received the Combat Infantryman's Badge, the Soldiers Medal (for single-handedly pulling men out of a burning helicopter), United Nations Peace Prize, and master jump wings, among other decorations.

He went on to serve as a homicide detective for the Miami Dade Sheriff's Office (later Metro Dade) and helped solve several famous murder cases.

Working out of the trunk of his squad car with membership cards in a shoebox,



Charlie Maddox spent his adult life working to improve the law enforcement profession.

he founded the Dade County Police Benevolent Association and later, the Florida PBA. He authorized spreading the PBA format to other states into what would become Southern States PBA.

Later in life, he served as a Civilian Aide to the Secretary of the Army, and was the first CEO of the Civilian Marksmanship Program -- which he helped grow into a national organization.

Charlie Maddox recognized early on in his career there was great need for law enforcement officers to join together and to speak collectively to their elected

leaders and decision makers.

He knew that political activity was key for improving the working conditions of law enforcement officers.

He developed a professional screening and endorsement process which has been utilized for decades as the framework for PBA and which has served as a successful forum for law enforcement officers to interact with and educate elected leaders regarding the needs of law enforcement officers.

(See MADDUX page 4)

Maddox

(Continued from page 3)



In 1987, the Southern States PBA was incorporated with Charlie Maddox as president.

He served in that capacity until 1991.

Since 1991, Charlie Maddox served on the SSPBA Board of Directors as past president. His experience, knowledge and advice have been instrumental in the history of Southern States PBA and in advancing the cause of law enforcement officers.

Now one of the largest and most visible law enforcement associations in the Southeast, Southern States PBA, its members and its employees owe a debt of gratitude to Charlie Maddox for his tireless efforts on behalf of law enforcement.

While he will be greatly missed, his legacy lives on.



Charlie Maddox (l) and SSPBA CEO Jack Roberts in the 1990s



Charlie Maddox at an SSPBA board meeting

(L-R) CEO Jack Roberts, Past President Charlie Maddox, President Chris Skinner and COO Renee Dixon at the 2018 SSPBA board of directors meeting.





SSPBA ATTORNEYS GATHER FOR ANNUAL SEMINAR

By Joni Fletcher Cawthon
SSPBA Director of Legal Services

Just days after a deadly shooting at a Southaven, Miss., Walmart where two PBA members were involved in shooting the suspect, 19 PBA panel attorneys from Arkansas, Mississippi and Tennessee gathered there for the annual SSPBA attorney seminar.

While a memorial vigil outside Walmart and clean-up of the store were still underway, PBA attorneys gathered Aug. 2 to discuss the best practices for protecting PBA members who find themselves having to take action in a critical incident.

Among the attendees was Southaven attorney Martin Zummach, who was representing the PBA members involved in the Walmart incident.

Titled “Officer-Involved Critical Incidents: When Law Enforcement Officers Become Criminal Suspects,” the seminar focused on providing comprehensive legal representation to those PBA members who are involved in shootings, deaths in custody or serious accidents with injury. SSPBA Georgia Counsel Don English covered the basics of assisting members and helping them to navigate the unfamiliar situation of being

the focus of a criminal investigation rather than a participant in the process of investigating someone else.

SSPBA General Counsel Jim Wright — a former district attorney himself — covered the criminal investigation of officers, including the evolving role of the prosecutor in such investigations in today’s climate. At the time of the seminar, 18 SSPBA members faced criminal charges for law enforcement incidents, including felony murder, voluntary manslaughter, vehicular manslaughter, reckless conduct and others.

Madison, Miss., attorney Francis Springer, who handles all types of PBA cases throughout Mississippi, spoke to the group from the perspective of an LEO. Springer is a former PBA member and worked as a deputy for the Lauderdale County Sheriff’s Office from 1996 to 2007.

Attorney Grady Dukes addressed additional legal matters, aside from the criminal investigation, that officers may face after their involvement in a critical incident. These matters include disciplinary, civil and certification issues.

This year’s seminar included a section on the growing danger of Giglio lists being used by prosecutors as a weapon against officers. SSPBA staff attorney Andy Valli spoke on the increasing number of PBA members who have seen their careers

quickly become at risk after prosecutors made a determination that the officers can no longer testify in court because of some issue of perceived untruthfulness — even if that untruthfulness is a simple mistake.

Almost without exception, officers who have been placed on a Giglio list have no means of defending themselves and protecting their careers once the prosecutor takes such action against them.

As always, the goal of the SSPBA attorney seminar is to bring together attorneys with the common interest of representing PBA members, and having those attorneys share their expertise with the group. This year’s group had a high level of experience in representing LEOs, and included attorneys who represent large numbers of PBA members.

Jackson, Miss., attorney Michael V. Cory Jr. said he enjoyed the opportunity to meet the SSPBA staff he has worked with for years. “I consider it a privilege to get to work with both the SSPBA and local law enforcement,” he said.

SSPBA President Chris Skinner also attended, calling it “eye-opening.” “That was one of the most informative days I have ever experienced,” said Skinner. “I have always appreciated what our PBA attorneys do for our members, but this was truly eye-opening for me.”

Attorneys help more than 1,600 PBA members

By Joni Fletcher Cawthon
SSPBA Director of Legal Services

At the end of November, the SSPBA legal department was assisting 1,624 members with open legal files.

Types of legal service varied from certification issues to disciplinary appeals to critical incident representation. The category with the most open files was

lawsuits (470 open cases), followed by shooting incidents (371 open cases).

Several members were represented by PBA attorneys in criminal trials in 2019, some facing the most serious charges of murder and manslaughter as a result of on-duty shooting incidents.

The total of attorney fees and costs for those matters that went to trial amounted to as much as \$421,000, with all of that

paid by PBA. At any given time in 2019, roughly 20 PBA members had been criminally charged and were being defended by PBA.

A total of 711 attorneys from Louisiana to Georgia to Virginia are currently available on the PBA referral attorney list and stand ready to assist PBA members with emergency situations or other employment-related issues.

PBA takes fight for deputy's rights all the way to the US Supreme Court

By Joni Fletcher Cawthon
SSPBA Director of Legal Services

PBA member Mark McCaffrey, formerly employed by the Loudoun County (Va.) Sheriff's Office, filed a petition for a writ of certiorari with the US Supreme Court in September.

McCaffrey and his PBA-assigned attorney, Robert J. Cynkar of the firm McSweeney, Cynkar & Kachouroff in Great Falls, Va., were pursuing civil relief for McCaffrey in regard to his December 2015 termination by Loudoun County Sheriff Mark Chapman. The civil action alleged violations of the First Amendment in that McCaffrey was terminated in retaliation for McCaffrey's support for Chapman's opponent for the Republican nomination for sheriff.

McCaffrey's support was demonstrated via a sign in his yard supporting the candidate and acting as a delegate to the Republican convention in which the Republican candidate for sheriff was chosen. According to his lawsuit, McCaffrey never spoke publicly about the election nor did he in any other way campaign for Chapman's opponent.

After the Republican convention, Sheriff Chapman stated that he knew McCaffrey was in attendance and said, "I'm going to get him."

McCaffrey received a letter on Dec. 10, 2015, stating that his appointment as deputy ended at midnight on Dec. 31, 2015. He had received uniformly outstanding reviews during his service at

the department.

The petition to the Supreme Court came after the Fourth Circuit Court of Appeals ruled in favor of the sheriff and Loudoun County. The petition stated the following reasons for the Supreme Court to grant review:

- 1) The Fourth Circuit's holding that Loudoun County deputy sheriffs are subject to partisan termination merits review because it is incorrect and in conflict with decisions of this Court and of other circuits;
- 2) The Fourth Circuit's ruling that the Pickering-Connick balancing test for free-speech claims tilts in favor of the government as a matter of law if the claimant's position falls within the Elrod-Branti exception was incorrect and in conflict with decisions of this Court and other circuits; and
- 3) This case is an excellent vehicle for review of exceptionally important issues and addressing the disarray among the precedents governing them.

In a disappointing blow, the Supreme Court denied the petition and refused to review the case, leaving the lower court's decision to stand.

Review by the Supreme Court would have provided an opportunity to settle discrepancies in how terminations for sheriff's deputies on the basis of political activity are viewed.

In the Fourth Circuit's decision on this matter, the longstanding view of sheriff's

deputies being considered policymakers for the sheriff with expectations of loyalty to that sheriff was upheld.

In an effort to persuade the Supreme Court to review the McCaffrey case, SSPBA submitted an amicus brief prepared by PBA attorneys J. Michael McGuinness and Megan Milliken.

Among the arguments made in the amicus brief is the following:

"Deputy sheriffs must not be singled out as an inferior class for the elimination of fundamental First Amendment rights enjoyed by other Americans."

Upon learning of the Supreme Court's refusal to hear the case, attorney Robert Cynkar stated the following:

"The Supreme Court's refusal to take our case was deeply disappointing because it left in place a Court of Appeals decision that equated law enforcement with a political enterprise and left an elected sheriff's deputies exposed to losing their jobs if they did not support the sheriff politically.

"The decision also ignored broader protections for the First Amendment rights of law enforcement professionals and public employees generally. However, the Court did not rule on the merits or foreclose other cases fighting this fight.

"What was at stake in this case is too important for this result to be the last word. The Supreme Court will eventually have to address this travesty of justice."

PBA, Wood Law Firm settle \$1.15 million class action lawsuit for Conway, Ark., police

By Joni Fletcher Cawthon
SSPBA Director of Legal Services

By Russell Wood
PBA Attorney, Russellville, Ark.

In 2011, PBA members employed by the Conway, Ark., Police Department contacted the PBA legal department with concerns about how the city was using its pay scale as a recruiting tool. These members saw that the department told prospective employees of the pay scale and implied that it was being followed, when, in fact, employees were not receiving the step increases mandated by city ordinance.

The City of Conway commissioned a pay study in 2001 which revealed that Conway police officers were significantly underpaid in comparison to Arkansas cities of the same size and tax base.

In response, Conway issued a resolution on July 24, 2001, proposing a quarter cent (1/4%) sales and use tax and declaring “the intent of the City Council of Conway to use the voluntary tax exclusively to improve the salary of [police officers].”

Section 1 of the resolution stated that the proposed sales tax would be voted on by the citizens of Conway and that the tax “shall be expended exclusively to improve the salaries of those employees of the City whose current salaries are determined by the City Council to be under the ‘market pay scales’ for similar positions in similar cities in Arkansas.”

Section 2 of the resolution stated that the proceeds of the sales tax “shall not be used to supplant any budgetary resources currently used for the compensation of the employees, but rather shall supplement the salaries of those determined to be deserving.”

The language of the resolution was a result of a meeting between the mayor and the CPD representatives when the

mayor was soliciting their support to pass the sales tax. The police officer representatives were concerned that the city would use the money for matters besides law enforcement salaries.

As a result, the concise and specific language outlined in the resolution was agreed upon. Once the mayor agreed to the language in the resolution, the Conway officers publicly supported and promoted the Sales and Use Tax.

On Aug. 23, 2001, the City of Conway conducted a special election regarding the levy of a quarter cent (1/4%) Sales and Use Tax dedicated to improving the salaries of Conway police officers, and that tax passed.

The City of Conway then enacted pay grids for police. The grids reflected guaranteed pay increases for the first seven years a person was at each rank. These grids provided the increases in the income for Conway police officers necessary to meet “market pay scales” of similar positions in similar cities in Arkansas.

The pay grids also included the cost of living adjustment of 1 percent approved by the city council. From 2001 through 2008, the City of Conway used the tax as required by the grids.

As a result of the pay increase and guaranteed pay increases, veteran officers stayed with CPD. The City of Conway also provided potential police applicants with packages outlining the hiring requirements, benefits, pay and the terms of employment.

The City of Conway provided candidates with the pay grid reflecting what the employees would be paid for the first seven years of service at each rank. The City of Conway provided the grids to potential applicants to show that the City of Conway paid a salary on par with similar-sized cities.

In 2009, the City of Conway stopped paying the guaranteed annual step increases. The city diverted the revenue from the tax to other general fund activities such as construction of softball

fields and escalating maintenance costs of other city facilities. Despite not paying the step increases starting in 2009, the city continued to include the salary pay grids in its applicant packets.

The City of Conway used the grids to attract police candidates by representing that they would receive guaranteed, structured and competitive pay for their services. The City of Conway knew this was false and knew that it had not been paying according to the pay scales but continued to promote the pay grids as guaranteed terms of employment.

After review of the matter by the PBA legal department, PBA attorney Russell Wood in Russellville, Ark., was assigned the case. He confirmed that for the previous four years, the city had not been providing the pay raises mandated by the terms of the 2001 Sales and Use Tax.

PBA authorized Wood in 2012 to file a class action lawsuit against the City of Conway. It included plaintiff police officers and firefighters. PBA member Richard Shumate was the initial police officer plaintiff.

At court-ordered mediation in December 2018, Wood presented the opinion of an economist that damages to the class members totaled \$1 million plus interest and attorney’s fees. In April 2019, the Conway City Council approved a \$1.15 million settlement between the city and more than 100 current and former police officers and firefighters. The settlement was approved by Faulkner County Circuit Court in September 2019.

“This was a long and hard fought battle with the City in our efforts to recover the monies owed to the officers,” said Wood. “The PBA stood by the officers through this litigation and ensured that I had all the resources necessary for this protracted and expensive litigation. I am proud of the outcome of this litigation, and I am proud to represent police officers on a daily basis for the PBA. These officers were victims of politics at its worst, and the recovery of the money they were owed for faithfully serving their community was the only acceptable outcome.”

Nation's first Office of Public Safety Support opens in Georgia

By Rhett Parker
Editor of The Georgia Trooper

There is a little-known group within the Georgia Department of Public Safety that is not geared toward protecting the public but toward looking out for the well-being of its own and all first responders.

The Critical Incident Support Team is a part-time assignment of sworn personnel who will conduct critical incident stress debriefings of any first responders, law enforcement, firefighters, emergency medical personnel and dispatchers who have been involved in any type of critical incident.

Those incidents range from officer-involved shootings, traumatic scene involving the death or injury of a child or the loss of a fellow officer. Support is provided for personal tragedies as well, such as divorce or loss of a loved one.

According to Ellen Kirschman Ph.D., in her article, "Cops and PTSD," she notes, "There are over 900,000 sworn officers in the US," and studies indicate that "19 percent of them may have PTSD. Other studies suggest that approximately 34 percent suffer symptoms associated with Post-Traumatic Stress Disorder but do not meet the standard for the full diagnosis."

There is also the question as to why some officers are more affected or suffer with PTSD. Kirschman offers "that (it) depends on a lot of factors, internal and external to the officer. How well or poorly the officer copes with stress, what else is happening in their life, how many other unprocessed traumas they have, do they have a concurrent condition like depression or substance abuse?"

To confront these issues locally, the State of Georgia has created a program that is the first of its kind in the nation.

Beginning of Georgia's CIST

CIST began in 2010 with its initial training conducted at the North Carolina State Highway Patrol Academy in Raleigh. According to Georgia State Patrol Capt. Andrew Carrier, who is CIST leader, the team was the first state police agency to be nationally certified by the International Critical Incident Stress Foundation.

The 40 members of the DPS-CIST serve Georgia's first responder community and their work helps those affected by a critical incident and PTSD-related events.

Capt. Carrier, who is a licensed clinical social worker, said PTSD was originally termed "war neurosis" or "soldier's heart," during World War I. It was then termed "shell-shock" during WWII. Just after the Korean War, the new term was coined as gross stress reaction.

The term "post-traumatic stress disorder," was first used in the Diagnostic and Statistical Manual for Mental Disorders III in 1980, and it was heavily influenced by experiences endured by Vietnam War veterans.

PTSD is the most misdiagnosed disorder of all the mental disorders, in large part because of insurance claims. Although its historic roots are in wartime, PTSD can be related to any cumulative, prolonged or acute traumatic experience.

Carrier further said PTSD, as an official diagnosis in law enforcement, really gained traction in the late 1990s. Post-Traumatic Stress Injury is often a more fitting term. Once someone is diagnosed with PTSD, it stays with them for the rest of their lives. PTSI is temporary and recoverable. Often, people can enter the police service with a diagnosis of PTSD but when addressed, and when, or if the officers experience more trauma, they can

experience complex PTSD.

A person can live with PTSD because it is manageable. Complex PTSD can send someone into quite the tailspin, and it is hard to recover from without a whole lot of work on the part of the person affected.

Creation of Office of Public Safety Support

While working with CIST, Capt. Carrier and Col. Mark McDonough, commissioner of Georgia DPS, developed an idea to assist all public safety first responders in Georgia.

Capt. Carrier completed his master's degree in social work and became a licensed clinical social worker. He then began working to create an Office of Public Safety Support.

In 2018, with the assistance of state Reps. Jodi Lott and Bill Hitchens, a retired GSP colonel, and others, House Bill 703 was introduced in the Georgia Legislature. It was passed into law and signed by Gov. Deal. Thus, the Office of Public Safety Support was created.

In 2019, the office was fully funded. It is slated to have 11 personnel with Capt. Carrier as its director. Wes Horne with the Georgia Bureau of Investigation is deputy director. The remainder of the staff are expected to be hired soon. They include two clinicians, an administrative assistant and six regional peer coordinators.

The role of regional coordinator is to support the mental and emotional health of the first responders within their region, and to coordinate and help train local peer support programs.

As many first responders can attest and statistics show, the need for such an office is great. First responders work in some of the most stressful occupations including police, fire and EMS. Due to these stressors, there are high rates of divorce,

alcoholism and other addictions, domestic violence and suicide.

There is also a shorter than average life expectancy – about 10 years less than average. Stressful shift changes and irregular sleep patterns can cause high rates of anxiety, depression and anger issues.

Finally, first responders are more predisposed to sicknesses as a result of acute and accumulative stress. The office's mission is "To address the mental and emotional health, in an organized, structured and evidenced-based manner, of our first responders. It is paramount to not only their safety and survival, but that of our communities of which they serve. In all, there are over 126,000 individuals who serve in all aspects in public safety in the State of Georgia, and the Office of Public Safety Support is here to serve them."

Reference: Ellen Kirschman's "Cops and PTSD" was published June 26, 2017, and can be read at <https://www.psychologytoday.com/us/blog/copdoc/201706/cops-and-ptsd-0>.

(This article was first published in the Fall 2019 edition of The Georgia Trooper magazine, a product of Police Benevolent Association of Georgia, a subsidiary of SSPBA.)

The author, Charles "Rhett" Parker, is editor of The Georgia Trooper magazine and a sergeant at GSP Post 6 in Gainesville. He can be reached at 706-318-7588 or ttc134@gmail.com.)



Academy Sports helps fund shopping trip with Alabama officers

Officers with the Hoover (Ala.) Police Department took these young men and women Christmas shopping in December 2019. Academy Sports helped sponsor the shopping trip.

PBA PROVIDES PTSD SEMINARS TO MEMBERS

By Katharine Jefcoats
SSPBA staff writer
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Post-Traumatic Stress Disorder is such a threat to the health and well-being of law enforcement officers, Southern States Police Benevolent Association offers free prevention seminars throughout the year.

Behind the Badge -- PTSD and Suicide Prevention seminars are a benefit offered not only to PBA members but also their significant others.

Any division chapter can host a seminar, and several do so each year, including the Jefferson/Shelby County Chapter in Alabama.

Dozens of officers attended the class held there in 2019. Alabama Division Board President Donald Scott proclaimed the

seminar a success.

A seminar is scheduled at Southwest Mississippi Community College in Summit Thursday, April 16, 2020. Members can register through pbfi.org.

Seminars bring the very real issue of police suicide into the open. Dr. Jim Sewell, a past seminar presenter and former LEO, authored "Law Enforcement Suicide Prevention."

The following information is derived from that document.

Sewell noted some risk factors to look for are an officer threatening to harm himself/herself, prior suicide attempts, increased risk-taking behavior, sadness and/or depression, an officer under investigation, recent loss of either status

or a loved one, increased consumption of alcohol and/or drugs, and plans and the means for suicide.

That last listed risk factor leads to some things to do if you find yourself with a suicidal individual. First, ask the individual's permission to secure his or her weapons.

Also, locate someone who can provide on-scene support; don't leave the person alone, and assess if your safety is in jeopardy; immediately contact your EAP representative, and assist the individual with meeting responsibilities until the situation is stabilized.

If your chapter would like to host a Behind the Badge-- PTSD and Suicide Prevention seminar, contact Justin Blackburn at jblackburn@sspba.org or call him at 770-389-5391, extension 734.



A caisson carries the body of Sgt. Greg Meagher to his final resting place, followed by the Richmond County sheriff's Honor Guard.

PAYING FINAL RESPECTS WITH HONOR TAKES SKILLS

By Katharine Jefcoats
SSPBA staff writer
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As the mournful peal of bagpipes pierced air already heavy with sadness and grief, an honor guard stood by, steadfast, somber and nearly unnoticed.

An officer has fallen and tribute must be paid. Richmond County (Ga.) sheriff's Lt. Scott Redmon said an honor guard plays an invaluable role in that tribute.

"This is the single highest honor law enforcement brothers and sisters can provide to fallen officers and their families," said Redmon. "The honor guard's dedication and service leave a lasting impact on families."

Redmon leads the latest iteration of the sheriff's honor guard, formed more than a dozen years ago by a now-retired captain.

In addition to Redmon, members include Lt. Everett Jenkins, Sgt. Rolf Cramer, Cpl. Larry Thigpen, Cpl. Russell Schaffer, Cpl. Dan D'Aversa, Deputy Steve Pizzino, Deputy Ashley

Thigpen, Deputy Anthony Martinez and Investigator Lucas Grant.

Some deputies are recruited but others ask to be a part of the prestigious unit. It's important to be able to perform the physical functions of the honor guard but Redmon also looks for empathy.

"We have members from every area of the sheriff's office and that's by design, so it doesn't tax any one division," he said. "I interview them to get a feel for where their heart is."

Redmon said he looks for deputies who possess the highest standards of appearance and conduct, who are highly-motivated and who show an aptitude for ceremonial duties.

Members of an honor guard make their official duties look effortless. Observers may take all the pageantry -- the formation, the march and choreography of unity -- for granted.

"We train before every event," said Redmon. "We train longer for funerals than we do for presentation of colors, and we come up with a Plan A and Plan B because funeral services can be

fluid, they can change. If we have time, we'll start training a week before the services."

Nearly all team members have military backgrounds and have been through the Georgia Public Safety Training Center's Honor Guard training in Forsyth, Ga. Redmon said the goal is to train at least the second Thursday of every month.

Sometimes that training hits closer to home than is comfortable. Veteran Deputy J.D. Paugh was on his way home Oct. 23, 2011, when he stopped to help who he believed to be a stranded motorist. Instead, the occupants were an arguing couple. The male driver fired more than 30 rounds, hitting Paugh nine times, killing him. The suspect then committed suicide.

More than five years later,



Sgt. Greg Meagher

Feb. 5, 2017, 35-year veteran Sgt. Greg Meagher died when he inhaled vapors from a leaking liquid nitrogen tank inside a building where a burglary alarm had sounded.

A female employee who met him at the scene with a key was rescued in another part of the building and survived despite severe liquid nitrogen burns over various parts of her body.

Both times, the Richmond County honor guard was on hand for a respectful send-off to co-workers who'd given their lives to serve and protect.

"Being part of an event is a sacred and heavy burden to bear for those who wear the honor guard uniform while performing with the utmost precision, reverence and respect," said Redmon. "We all know what we have to do, and we all know why we're there, and we're all there for the right reasons.

"For me, the bottom line is honoring the family and paying my respects," he continued. "It's a deep sense of duty and commitment that compels team members to serve and gives them the strength to endure the difficult times."

Honor guard members are told to save their tears for a private time because the focus is on the fallen officer and his or her survivors.

"Sometimes the gravity of it can hit you," said Redmon. "What gets some is the 'last call.' And when you get down on one knee and present the flag to the family, you better have all your emotions in check. If you don't, it'll get the better of you."

Providing support to mourners is just one way the honor guard represents its agency. Redmon said the Richmond County unit has traveled as far from home as New York City to recognize fallen officers in that department but it also performs at local ceremonies.

"We have performed ceremonial flag folds for retired officers, and presentation of colors at 911 ceremonies, law enforcement graduations and charity events," he said.

Participation is voluntary in the sense

that no one is forced to join the unit. However, all members of the team receive a stipend to their paychecks and are paid for time spent representing the agency at any and all occasions.

Redmon said he is proud of the unit and its role in paying tribute to fallen officers.

"I can't imagine not doing it," he said. "I like being a part of it. And that rings true for all the members. I'd do it without pay and did it for years without a penny."

Richmond County Sheriff Richard Roundtree recently approved spending \$20,000 on new uniforms for the unit.

"We just unveiled those uniforms this year," said Redmon. "I'm really proud of how they



Fallen Richmond Co. Deputy J.D. Paugh



Richmond County sheriff's honor guard members show off new uniforms.

came out." To Redmon, the expenditure proves the importance of manning and maintaining an honor guard.

"The demonstration of honor, unity and brotherhood is a sight never to be forgotten by the families and law enforcement," he said. "We remain ready to serve at the direction of the sheriff."

SSPBA staff writer Katharine Jefcoats is an award-winning reporter with more than 30 years of experience in print journalism.

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Fallen officer Jason Quick with wife Leah and children Jayden and Madison

WIDOW GETS 'MOVE OVER' BILL PUSHED THROUGH IN MEMORY OF FALLEN LUMBERTON OFFICER JASON QUICK

By Zilla Willoughby
McGuinness Law Firm paralegal

Lumberton (N.C.) police Officer Jason Barton Quick, was born July 29, 1987, and died in the line of duty on Dec. 15, 2018, after a tragic accident, completing his journey of 31 years.

Quick was struck by a car while investigating a traffic crash on I-95 near exit 22. Fellow officers immediately rendered aid until Quick was transported to Southeastern Regional Medical Center, where he died from his injuries.

Quick was an officer for the Lumberton Police Department, where he served "Beat 1," which consisted of the North Lumberton area. Quick had been a part of the Lumberton Police Department for 18 months.

In Quick's spare time, he enjoyed fishing and spending time with his family, which includes wife Leah and children Jayden and Madison.

He was also a former member of the Raynham-McDonald Volunteer Fire Department and a member of Rock Church of God.

To honor her husband, Leah Quick became an advocate for strengthening the penalties for violating the North Carolina Move Over law.

The Move Over law requires drivers to move over one lane, if possible, and slow down when approaching an officer whose lights are engaged or other first responders on a scene.

"Though there's nothing we can do for Jason, we can help protect our law

enforcement and first responders, by bringing awareness to this law," Leah Quick said.

Because of Leah's efforts, SB 29 was introduced by Sens. Danny Britt and Tom McInnis, and became known as the "Officer Jason Quick Act."

The former Move Over Law only included a maximum of a fine or probation for drivers who killed an emergency worker.

Now, depending on the driver's record, a person could receive prison time for killing emergency workers.

The new law includes first responders, Department of Transportation crews and tow truck drivers. Drivers who violate this law could receive jail time and a fine.

The legislation calls for anyone convicted

of not slowing down and changing lanes to move away from an accident who then causes an accident and more than \$500 worth of property damage or injury to an emergency responder or law enforcement officer to face a Class I felony. That could mean three months to a year in jail.

The penalty for a driver who violates the law and causes the death of an emergency responder or law enforcement officer would be a Class F felony, with the possibility of 10 to 41 months in jail. After passing through the legislature, the bill was signed into law by Gov. Cooper July 22, 2019.

On Aug. 1, 2019, Leah Quick was recognized for her tireless efforts in a ceremony at the Lumberton Police Department.

"I always want Jason to be remembered and appreciate everyone in the room who took the time to come here to honor my husband," she said.

Britt said it was important for him to support the bill.

"What we have to do is slow down when we see these (emergency) lights," said Britt. "Mrs. Quick knows it's not going to bring Jason back, but what it does now is that it will help to prevent something like this, so it doesn't happen in the future."

McInnis said he agreed with strengthening the law to save lives.

"We are thankful the governor has signed this important piece of legislation," he said. "The enhanced Move Over law will save lives and promote safety for our law enforcement officers and first responders as they work to protect the traveling public."

At the Aug. 16, 2019, meeting, the NC Criminal Justice Education and Training Standards Commission presented Leah Quick and the Lumberton Police Department with the Resolution In Memoriam.

"Where do I begin?" Leah Quick said. "Jason was simply amazing. He has touched so many lives along the way. I remember when Jason first told me he wanted to be a police officer in 2009. He

(See QUICK ACT page 14)

'Jason was simply amazing. He has touched so many lives along the way.'

-- Widow Leah Quick, at right with NCPBA Executive Director John Midgett



The Quick family and Lumberton police officials when they were honored for their efforts in getting the Move Over law tightened.



Lumberton police officers celebrate first day of school with Jayden.

The Police Benevolent Foundation is especially thankful for businesses, like the Georgia Theatre Company, that take the initiative to create events that raise money for the PBF and support the law enforcement community.

The Police Benevolent Foundation is a tax-deductible 501(c)(3) organization established by the Southern States Police Benevolent Association in 2005. The PBF provides funding to support SSPBA member benefits.



For more information please visit www.pbf.org.

Quick Act

(Continued from page 13)

was so excited and ready to get started.”

But the reality of having children stalled those plans.

“He was registered for classes and ready to begin until I told him I was pregnant,” she said. “That news brought all his plans and goals to a complete stop. He was no longer focused about being a police officer but instead felt the need to pick up a trade and start employment immediately. Although those plans changed, and had to go a different route in life, he continued to display that servant’s heart, and continued to say he wanted to be a police officer. That was his dream job.”

In 2012, Jason joined the Raynham Fire Department. By taking on this role, Jason blossomed, and the servant that he was meant to be was on display. “I can recall him waking up in the middle of the night going to a wreck, volunteering from sun-up to sundown during Hurricane Matthew, just to name a few of his heroic acts,” Leah Quick said. “Although these acts of kindness are wonderful, Jason’s calling was to be a police officer and he was destined to do just that.”

After completing the basic law enforcement program in April 2017, he applied to Lumberton Police Department and in June 2017, Jason Quick became a police officer.

“He was an awesome police officer and he did his job to the best of his ability,” said Leah Quick. “He went above and beyond the call of duty. He was constantly trying

to be better at his job by always educating himself through fellow officers.

On the morning of December 15, 2018, the hard work, the zeal and desire to serve the people of Lumberton was cut short when Jason Quick was killed in the line of duty while investigating a car wreck.

“Jason was so full of life and we had so many future plans that we’ll never get to live out,” his widow said.

“I encourage those that drive the highways every day to move over if you see blue lights because you could possibly leave another family with an empty seat,” continued Leah Quick.

Officer William Cummings worked closely with Jason Quick as the two men were partners. “What mere words can be used to describe an officer such as Officer Jason Barton Quick?” Cummings said. “The answer is no words, because words can’t describe the stature of man such as him. Officer Quick was not only my partner, he was my best friend and my brother. He was a devoted husband, a dedicated father, a man of God and friend to many.”

When the work day started, Cummings said he knew Jason always had his back as Cummings had Quick’s.

“One of the last things I remember asking him on that tragic day was ‘You got my six?’ He response was ‘Always got it, Buddy’ and gave his signature thumbs up,” said Cummings. “Jason would say, ‘We are all flesh and bone and full of imperfections and impurities, and who are we to condemn?’”

“That, my friends, is the officer Jason Barton Quick was.”

Another fellow officer, Jason Scott, said Jason Quick was devoted to his career and family.

“Jason Quick was not only a co-worker, but he was the brother I never had,” said Scott. “He was devoted to his job and served in that capacity with pride and honor. Jason is truly missed.

“If I could tell him anything now, it would simply be I love you and one day I will see you again,” he continued. “Until then, continue to watch over us and always remember that your family will be taken care of.”

Quick’s supervisor, D-Squad Watch Commander Lt. Pete Monteiro, said law enforcement came naturally to him.

“I had the distinct privilege of being (his) supervisor,” said Monteiro. “He came to my squad straight from training and proved himself as a natural born officer early on.”

Monteiro said Quick contemplated working for the sheriff’s office but opted to stay at Lumberton PD.

“Right before Jason’s passing, I got word he was looking to go to the sheriff’s office,” he said. “I questioned him about it and he stated that he had looked into it, but decided against it because he couldn’t even think about leaving his second family.

“Since Jason’s death, there has been a void on our squad that can never be replaced,” Monteiro continued. “We have always been a strong squad, but I believe we are even stronger now. Not only was he one of my officers, he was a friend.

“He is deeply missed by the Lumberton Police Department, especially D-Squad.”



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SSPBA RECRUITERS WORKSHOP

In recent years, SSPBA recruiters have been successful in spreading word of the benefits of joining SSPBA, and membership continues to increase as a result of their efforts. Those recruiters met for their annual meeting in November at the SSPBA office in McDonough.

Chief Operating Officer Renee Dixon led the meeting, as recruiters from Alabama, Georgia, Mississippi, North Carolina, Tennessee and Virginia were in attendance. The recruiters shared information and tips regarding effectively contacting prospective members. In addition, SSPBA staff members met with the recruiters and offered support for the recruiters' efforts.

At the conclusion of the meeting, Kris Jarvis was recognized for recruiting the most members in 2019. Kris's recruiting efforts are focused in Georgia and Alabama.

"We're proud of our recruiters' efforts in bringing in new members," said COO Renee Dixon. "They have proven themselves to be highly capable at explaining the valuable benefits that SSPBA provides to law enforcement officers. As our membership continues to grow, our staff works hard every day to provide those benefits at the highest level."



COO Renee Dixon presents Kris Jarvis an Award of Excellence for his recruiting efforts.



NCPBA recruiter Tommy McKoon addresses other recruiters in late 2019



SSPBA Development Director Kris Jarvis with recruiters (l-r) Mark Runnion (Tennessee), Aaron Boston (Virginia), Tommy McKoon (North Carolina), Nick Meadows (Georgia and Alabama), and Vincent Milton (Mississippi.)



John and Monica Reeves with their children, Judah, Gideon, Marshall and Lyla Grace.

OFFICER RISES FROM EACH FALL WITH STRENGTH AND COURAGE

By Katharine Jefcoats
SSPBA staff writer
kjefcoats@sspba.org

There is an inspirational meme on social media that cautions “You never know what someone is going through. Be kind.”

To see Cary (N.C.) police Lt. John Reeves, passers-by will glimpse a hard-working, devout Christian, a man married to a beautiful and accomplished woman, and a father to four amazing children.

That’s the cover of the book. Don’t judge.

John Reeves is someone who is going through some things. He’s experienced tragedies in life that most pray to avoid. Flip over to that first chapter where there is a story about love. Not this love, not

this woman. Not yet.

A native New Jerseyan, John Reeves moved to South Carolina after graduating from Liberty University in Lynchburg, Va., with a degree in administration of justice.

He joined the Charleston (S.C.) Police Department through the federal-funded Police Corps program.

He also married. Ten years into the marriage, his wife got devastating news – a dream-crushing brain tumor that ended her life in six months.

“My faith had never really been stretched and tested until then,” he said. “It was a reality check and made me question whether or not God’s promises were

real.”

In that inexplicable way that life works sometimes, John Reeves got news that a childhood friend lost her husband in a car accident.

Thus begins Chapter Two.

“We grew up together, went to the same church,” Reeves said of Monica, a blonde natural beauty with the wholesome looks of the girl next door.

Monica, too, had gone to college and started her career as an optometrist. She married a Navy man who was also an optometrist.

He was sent to Guam to pay off his education debt. Monica went with him.

When her husband died, Monica, like John, was set adrift in a sea of uncertainty and doubt.

The shared tragedy and loss brought them together. John Reeves said he emailed her encouraging words and Bible verses to help her cope with grief.

After all, he’d been there, too. He knew what she was going through. He knew what to say.

“Earlier the day that I got the emails, I’d found 100 percent peace in God,” she said. “My spirit bubbled.”

The re-connection led to marriage about two months later. John brought his son, Judah, into the union.

Chapter Three brought more children. Monica Reeves said her high-risk pregnancy with Lyla Grace had an apprehensive John Reeves back at Duke University Hospital where his first wife died.

“I had a rare vascular condition and I had to deliver early,” said Monica.

Out of that health scare came “a new life,” not the ending of one, she said. “That’s why she’s (Lyla) Grace.”

The couple also adopted two sons, Marshall, 7, and Gideon, 5. Judah is 18 and Lyla Grace is 9.

“God just tells you, ‘This is it, this is the blessing,’” she said.

John Reeves agreed.

“The Bible talks about the significance of taking care of orphans and widows in the book of James, chapter 1, verse 27,” he said. “Our church, Southbridge Fellowship, had a series of speakers that were either talking about adoption or were adopted themselves. It was at that point that God clearly spoke to us and said, ‘Go and do it.’”

Over the years, John Reeves soared into his profession.

The host agency for the inaugural Police Corps Academy was Baltimore, Md. The City of Charleston escorted John and 15 other recruits to Baltimore to join 45 other recruits for a joint class.

At the completion of the academy, John became a certified police officer in Maryland. Upon returning to Charleston, John and his classmates attended the South Carolina criminal justice academy to become state-certified. He then began field training in late 1997.

During his tenure with Charleston, John reached the rank of sergeant and served as a patrol sergeant, administrative sergeant, and sergeant over the Street Crimes Unit. He also served 10 years on Charleston’s SWAT Team, rising to team leader.

John joined the Cary Police Department in 2010. He has served as a patrol officer, community services officer, and corporal and sergeant in field operations.

But an old Yiddish adage warns, “Man plans, and God laughs.” Chapter Four tests the couple’s marriage vows that include promises to love and cherish “through sickness and in health.”

John Reeves has been diagnosed with a rare autoimmune disease, ANCA vasculitis, which has caused kidney failure, anemia, and pulmonary complications.

He’s expected to be out of work for several months and will be receiving chemotherapy treatments for the next two to three years.

John Reeves was too sick to attend the promotional ceremony where he was



officially presented as lieutenant. NCPBA President and Cary police Sgt. Randy Byrd read the acceptance statement from Reeves, presented here in part:

I appreciate the opportunity to thank everyone for the ongoing support that you all have provided me and my family.

I also have to say that through this disease, although it’s been difficult, I’ve seen the hand of God preserve my life in at least three occasions in the past two months.

First is when I got an unexpected appointment on Oct. 4 with the doctor which ended up admitting me to Duke Hospital. I was only a few days away from full kidney failure and didn’t know it. If not for that appointment I would be on the kidney transplant waiting list.

The second occasion in the hospital a machine broke down during one of my blood treatments in which the tubing almost shredded open and I would have lost a lot of blood.

Lastly, in my last four-day stint at the hospital, I had a viral outbreak due to my immune system being suppressed. The virus almost took me down but fortunately, I have a wonderful smart wife who made me go to the emergency room which again spared my life.

Through all of the difficulty I can see that my Lord Jesus Christ is preserving me along the way. That tells me I have more work to do. I look forward to the day I can return back to work and serve along side you all.

May the Lord watch over and protect you until I return.

With an estimated three to six months recovery time, the North Carolina PBA and the Police Benevolent Foundation has joined with the community to help the Reeves family as John goes through these treatments.

“We’d like to say ‘thank you’ to the PBA/PBF who helped coordinate fundraising efforts for our family, which was an incredible blessing,” John said. “I’ve been a member since Day One for the primary reason of attorney coverage. The thought of needing support for my family due to a life-threatening illness had never crossed my mind. I realize now that the PBA is more vital to my ‘career survival’ than I realized in the past.”

“We have also had incredible support from our church family,” he continued. “They provided meals, baby-sitting and anything else we needed.”

“We also had tremendous support from the Cary Police Department. They provided meals, donations, donated sick leave, yard clean-up, prayers and encouragement,” John said.

“I never anticipated the amount of support offered by my coworkers. They have literally treated me like I’m a family member.”

The outpouring of support impacted John and how he is reshaping his future.

“I have been humbled as I consider my own outreach to those in need and have determined to make sure that in the future, I will support someone else in their time of need in the same way that I have been supported,” he said.

Monica Reeves continues to place any troubles in God’s hands.

“We walk forward in faith,” she said. “This is part of an abundant life, there’s a reason.”

John sees God as his co-pilot on his journey, no matter where it takes him. To donate to John’s treatment and recovery, access <https://donatenow.networkforgood.org/PBF>.

DEVOTION TO CAREER NETS LIFETIME MEMBERSHIP FOR NCPBA DIVISION VICE PRESIDENT STEVE ANTHONY

Steve Anthony was surprised to learn early in his career that his kind, generous heart would serve him well in law enforcement – a field not known for swaying masses holding hands and singing “Kumbaya.”

Anthony, president of the North Carolina PBA State LEO Chapter, began his law enforcement career in 1991 working as a beat cop in Jacksonville, N.C.

Being somewhat naive to the criminal side of life, he took the job seriously out of respect for others and his strong Christian values.

After only a little more than a year on the job, he was handpicked by the police chief for a newly-developed Street Crimes Unit that dealt with high crime areas of the city.

He asked the chief, “Why me?”

“Some use their physical strength to accomplish tasks, you use your mental ability and have a way of talking to people,” said the chief.

Anthony continues to keep that mindset in both personal and professional relationships.

This, along with networking and helping others succeed, has been a bulwark of his since joining the North Carolina PBA over eight years ago in March 2011.

Though he joined late in his career, Anthony found a passion within as he soon became the senior vice president of the State LEO Chapter that same year.

He was elected president of the State LEO Chapter the previous two



Anthony takes to the skies over North Carolina’s coastline.

elections.

Being mentored by those in the ranks of the NCPBA has only strengthened his desire to help the members of the association.

Working closely with Executive Director John Midgett, North Carolina Division President Randy Byrd, and many others, including legislative liaison Brandon McGaha, has given him a clear direction for moving the State LEO Chapter into the challenging future.

Under Byrd’s leadership, Anthony was voted to become vice president of the division executive board in 2018.

Throughout his tenure as part of the State LEO Chapter, he has

taken advantage of many of the opportunities that are afforded by membership.

One that is crucial to all law enforcement officers is the PTSD training that is partnered with local agencies and the PBA.

This was a humbling experience to learn how prevalent this issue is within our profession.

He has taken that knowledge back to the chapter and his own department to share in that experience.

Knowing that communication of information with chapter members, the division board, and legislators is part of a healthy chapter, Anthony began discussions of issues and



concerns with state representatives.

That communication and relationship building didn't stop there. Anthony made many visits to the General Assembly, meeting with both experienced and newly-elected legislators.

As part of this, he presented awards to legislators in recognition of their service to the NCPBA.

When able, Anthony represented the chapter in several legislative committee sessions and attended special legislative events to help bolster these relationships.

Of particular importance for him was the time when he was invited along with Byrd and McGaha to previous Gov. McCrory's residence for a private meeting to discuss board issues.

Traveling throughout the state from the coast to the mountains, he helped screen for numerous chapters throughout the state for various candidates including North Carolina governor.

Anthony not only participated in these screenings, he also represented the division board and chapter at several candidate events throughout the state.

This culminated in a special election



night event with Sen. Steinburg at his residence in Dare County.

Some of the other board and chapter activities he participated in included attending and assisting with the Foundation for George Almond Awards banquets.

He also personally delivered checks to members affected by Hurricane Florence, and represented the State LEO Chapter in various board news releases.

Having received his commercial pilot's license and a BS degree in aeronautical science from Embry Riddle Aeronautical University, he joined the North Carolina Division of Marine Fisheries, marine patrol section, as a law enforcement pilot with a rank of lieutenant in 1995.

He transitioned to lieutenant of field

operations in the central district and promoted to captain a short time later.

He retired at 55 Oct. 1, 2019, just shy of 29 years in law enforcement service.

Originally selected to be the North Carolina LEO representative, Anthony serves as chairman of the Atlantic States Marine Fisheries Commission Law Enforcement Committee.

He previously served on the USCG Maritime Security Committee.

Anthony has also been the North Carolina Marine Patrol LEO representative on the North Carolina Emergency Management's Special Emergency Response Team that provides aid during times of crisis within the state.

As a supervisor, he had the opportunity to take leadership and management courses.

These culminated in him receiving a public manager certification through the North Carolina Office of State Personnel.

Anthony mentored staff members throughout the years. Managing performance issues of various types has given him a unique look at all sides of being a law enforcement officer, manager and leader.

Anthony is also a committed member of his community.

He is an elder and clerk of session of First Presbyterian Church in Morehead City.

He is also the president of the Blair Farm Owners Association where he lives.

Going through life's journey with him is his wife of 27 years, Pamela; two daughters, Sadie and Holly, and a son, Noah.

VIRGINIA POLICE OFFICER JOINS “ZIPPER CLUB” AFTER DYING TWICE

By Mark Bergin
Retired lieutenant
Alexandria (Va.) Police Department

How did I spend my summer vacation?

I died. Twice. Three times, if you count when doctors stopped my heart during open heart surgery.

Overall, the first week of vacation with sun, sand, seafood and family was fun, but the second week with two heart attacks, three ambulance rides, four hospitals and double bypass surgery -- not so much.

Everybody says stress kills cops. I can tell you it's true. And true. And true.

On a sunny August morning, I was sitting alone on the deck of a vacation house in Kitty Hawk, N.C., drinking coffee and planning a run. It was my lame pattern of every few months, deciding I was too fat so I had to exercise, though as a 54-year-old police lieutenant pushing two desks -- commander of Records and temporarily in charge of the Public Information Office in the Alexandria (Va.) Police Department -- I didn't really expect to do much running. I decided to hold off on my jog because I felt a little nauseated.

I woke up moments later flat on my back, looking up at the bottom of the table, wondering why I was lying down. Spilled coffee soaked into my shirt. I felt no pain or shortness of breath, no crushing chest sensation or dizziness. I thought I fainted and when I told my wife, Ruth, she guessed the same. We decided I was dehydrated after a week of vacationer's diet of coffee and beer, so I would drink more water and we'd keep an eye on it. Spooky but not terrifying. Yet.

Two hours later I was walking to the beach and woke up on the ground, this time face-down in the sand, eyeglasses bent, forehead cut.

Ruth drove me to a local urgent care

clinic. An EKG showed nothing abnormal, but they were concerned and ordered an ambulance to take me to Outer Banks Hospital in Nags Head.

The nurse hugged me and told me she would pray. That was scary, as that was my first personal -- not police-related -- ambulance ride.

Staff at Outer Banks Hospital found no damage on the EKG nor enzyme evidence of heart attack in my blood.

Doctors guessed that I had experienced a sudden arrhythmia -- a break in my normal heart rhythm that dropped my blood pressure and flow of oxygen to the brain. Further serious tests were not available there, so another ambulance ride (same EMTs, it's a small town) took me to Albemarle Hospital in Elizabeth City, N.C., on the mainland. Preparing for the ride, the EMTs put conductive patches for defibrillators on me and showed me the big needle I'd see myself getting when I woke up if I went out again.

They knew more and were worried more than I knew to be.

At Albemarle the next day, I had a nuclear stress test where radioactive dye

that sticks to damaged heart tissue was injected into me.

Then, I ran on a treadmill. The dye revealed no heart injury but my blood pressure skyrocketed during the test -- very unusual. I have always had slightly high BP, but never enough to trigger treatment. I had recently started taking a statin for slightly elevated cholesterol, but again nothing that really concerned my personal doctor. I had never seen a cardiologist until this day, when I met Dr. Lindsey White. He saved my life.

White said I had no apparent damage to the heart, no history to indicate serious issues other than two episodes of "syncope." Syncope is my new word, doctor-speak for fainting but sounds so much more serious.

I appreciated the information because until that point it was looking like I had triggered a lot of EMS and ER response for just a little dehydration.

White said this was more than fainting, that he heard me when I said I had spilled my coffee all over myself, and nobody spills their coffee when they faint.

Even if they don't remember, they always have a few seconds as they fade out to put



Bergin is retired from the Alexandria (Va.) Police Department.

down the cup. He decided my syncope was instantaneous, thus very serious.

So, he ordered a cardiac catheterization, where tubes were run up inside my wrist to the external cardiac arteries feeding my heart muscles and dye was injected again. The dye is monitored in real time via a device like a small CAT scanner over my chest.

My wife sat near him as he used this rig to locate first a 100 percent blockage of the left anterior descending artery (the biggest artery supplying blood to the heart muscles), then an 80 percent blockage of the ramus artery, and finally, a 30 percent blockage of another artery. My wife heard his great concern as he relayed this discovery to his staff. If he, like others, had mistaken my syncope for simple dehydration, I would have been released that day, likely to die another.

One hundred percent blockage of the LAD is known among medical personnel as the “widow maker,” and is usually found only on autopsy. As I moved from facility to facility, through emergency room to exam room to surgical prep and recovery, several nurses and doctors confirmed this apt moniker.

Many could not hide their shock and concern when they met me and learned of this diagnosis. It seems I was not supposed to have survived. The most eloquent and direct among them, a much older and more traditional nurse at the hospital where my surgery was performed, held my shoulder and said, “God must have something more for you to do here.”

White said I had two options: “cabbage” or stents. CABG is more medical jargon, for coronary artery bypass graft, commonly known as a bypass. Stents are flexible pipes inserted in blocked arteries to be widened in place to make a hole through which blood can flow. Neither sounded pleasant, but as I had learned from White and a senior nurse, the most likely scenario involving my syncope was I died each time. I passed out because my heart simply stopped due to inadequate oxygen supply. Luckily, I banged it back to life by falling to the ground. The spells



Retired police Lt. Mark Bergin

are known as sudden cardiac death.

I did this twice.

They don't know that for sure since I was alone each time and certainly not hooked up to EKGs or other monitors.

I took that as an indicator of fantastic luck and ignored my fear of a little unpleasantness like chest-cracking open-heart surgery.

Another ambulance ride, to Norfolk General Heart Hospital, where cardiac surgeons agreed that CABG, although far more serious and invasive, was the better solution.

Stents, easily implanted via remote surgery and little incisions, are temporary, lasting maybe five to seven years before requiring replacement and are not always successful in opening or maintaining arterial flow.

Bypass surgery involved sawing the breastbone in two after a foot-long incision is cut down the front of the chest (that's why open-heart patients are said to have joined the “Zipper Club”) and requires the actual medical stopping of the heart by drugs and pouring freezing slush into the open chest cavity.

Terrifying stuff, but nothing compared to the alternative.

I figured I'd already stopped my heart twice all by myself, so a third time with doctors there could not be so bad, and what's a new scar? Let's go for it. Ruth, my wife and absolute rock, was quietly scared. I was not.

Surgery went well. (How should I know, I was asleep? But I woke up, a reliable indicator of success.) Surgeons reached in the hole in my chest, snipped off the end of the non-vital artery that feeds my left mammary gland (tits on a boar and all) and attached the end to the LAD just below the blockage, restoring blood flow to that area of the heart.

For the ramus, they removed about a foot of the saphenous artery from my left thigh, apparently an artery I can live without.

For many older CABG patients, it is this harvesting of the saphenous artery that causes the greatest ongoing pain and disfigurement, as removal used to require cutting a trench the length of the artery to snip off each end and scoop it out.

Nowadays they go in through a one-inch lateral cut at one end of the harvest, and robotically roto-root around it via cutters of some sort. Miraculous.

(See ZIPPER page 22)

Zipper

(Continued from page 21)

The bypass artery is sewn above and below the blockage.

They left the 30 percent blocked artery alone to be monitored for the rest of my life.

Just as miraculous was that the next day I was sitting up in a chair, out of bed and eating a sandwich. Modern medical procedures, good drugs and fantastic staff.

Other than agonizing pain when I forgot to get morphine on schedule -- the schedule is, take it well before you need it because it takes a while to catch up -- one of the most challenging things was getting shaved for surgery.

Shaved from chin to ankles. Everywhere except, oddly and thankfully, my arms.

The nurses said, "Oh, you'll look good, you'll look so young, your wife will like it." Great, so she likes 8-year-olds?

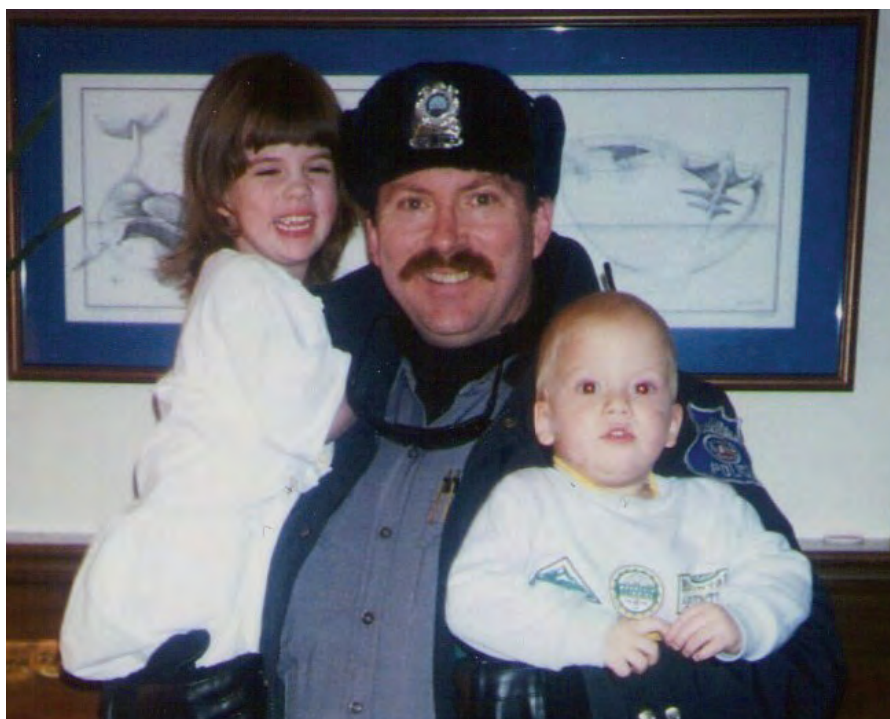
Morphine was great, but I wanted off that fast, so I tried Vicodin, which gave me post-surgical delirium -- monsters that looked like evil versions of "Where the Wild Things Are" came out of the walls to eat me -- and I learned the next day that this was not uncommon.

Percocet got me out the door after four days of recovery to spend a week at my mother-in-law's home near the hospital, too sick to travel home to Alexandria, while Ruth drove our two kids to college.

The kids were outstanding through all this, never letting on how scared they were, trying not to stare at the 14 different lines, tubes and monitors hanging off me but still not letting me win at Scrabble.

Mama was wonderful. She was 90 and, as a registered nurse, was glad to have a patient to care for again.

She about nursed me to death, in that good way. I stepped further down the line



Bergin with his children, Anna and John, in 1994.

of pain killers to Tylenol 3.

After a month at home, with visiting nurses monitoring my progress, I began 12 weeks of cardiac rehabilitation.

During those three months, wonderful exercise physiologists at INOVA Alexandria Hospital watched me closely while I pitifully pedaled a stationary bike, walked on a treadmill and gripped an elliptical without pumping the arm bars because I couldn't do chest work until the sternum healed, six weeks away.

I worked out while connected to an EKG, and every so often one of the EPs would rush over and tell me I had exceeded my target pulse rate, which was 126, kept deliberately very low by a beta-blocker drug called Metoprolol.

Plus, in rehab I got lectures on proper diet (low- or no- salt, reduced fat and cholesterol) and stress reduction.

Stress reduction was easy from the start. I never returned to work after the heart attacks, never answered a call for service or a call for any commander-related issue.

I could read the work emails, but others now answered them since I was replaced quite easily and ably in both of my assignments as police PIO and Records commander.

My family tell me I am happier, and nearly everybody I meet says I look relaxed. I'll take it.

Stress-fighter pro tip: turn your smart phone off at night (or day if you are a night-shifter) and on weekends. I know this can't always be done in our work environment, but it is the one piece of advice I truly wish we could follow.

Cops, and especially supervisors and commanders, never get downtime nowadays because technology keeps us in harness at all hours. But if it's a true emergency, someone can call you on your home phone.

Stress makes your heart beat faster in a fight-or-flight response and makes your blood vessels constrict for the same reason -- which makes your heart work harder to pump blood through the constrictions (same as cholesterol buildup in the arteries).

I learned I can lower my pulse rate by thinking happy thoughts. Really. I can also raise it by thinking about work – not the fun stuff like bad guys and handcuffs but meetings, discipline and city hall reports.

My diet change was surprisingly easy, too. In the hospitals for nine days, then at my mother-in-law's house for another five provided a forced period of transition from bacon burgers and fries to boiled vegetables, tuna and fruit. These were never my favorites.

Sodium restrictions were challenging and oddly fascinating. Sodium raises fluid retention, increasing the blood volume and thus placing pressure on the interior of blood vessels. Blood vessels must be flexible to allow for pulses of blood as the heart beats and for bodily movement, but pressure makes the vessel surface hard and irregular.

Hard spots and irregularities are where fat globules (cholesterol) in the blood stick and cause blockages.

Blockages slow blood flow throughout the circulatory system, making the heart pump harder and cut off blood to vital things like the heart itself. Cut off enough and things die, like heart muscles, which is what typically happens in a heart attack.

I had no apparent or measurable heart muscle damage, although we recently found nerve damage that probably indicates some level of injury.

But back to sodium. I used to be a salt fiend -- ask anybody I worked with as a police field training officer. Forced to dine with their FTO, recruits went with me to Arby's where my standard meal was two beef-n-cheddar sandwiches, fries and a soda. After my heart operation, my restricted diet limited me to 1500 milligrams of sodium a day.

That is about a teaspoon. Not a teaspoon added to food, but total. Each of those beef-n-cheddars contain 1540 milligrams of sodium. So, I was

doubling the healthy sodium limit, adding fries and putting table salt on all of it. Imagine the total. Now add constant stress.

No wonder I died.

Sodium is in all foods -- bread, cheese, almost any processed or boxed food. Read a soup can label sometime just to blow your mind. And low-fat "healthy" items have more sodium in them than their regular fat counterparts because it hypes the taste. Shopping at supermarkets can drive a person crazy, like a science test during a scavenger hunt, but after a while Ruth and I got good at it.

Like most recovering cardiac patients, I needed help. Such complete dietary inversion would have been impossible without my sweet wife along for the bumpy ride (and she lost 10 pounds on our new healthy diet.) I ate more vegetables in the year following surgery than in the prior 10 years combined.

Fish is a huge percentage of our diet now, followed by chicken and turkey as alternatives to red meat. I dropped 23 pounds after the heart attack but am now putting some back on.

I use the fact I am on baby aspirin as a blood thinner as my excuse to grow a beard and avoid the mortal danger of nicking myself. Actually, I like the beard, and Ruth does too, along with the longer, non-regulation hair.

And for my cop friends: you will need help navigating the bureaucracy of a serious illness, too, if you find yourself ailing.

In my home state of Virginia, heart disease is covered under the Police-Fire Heart Lung Bill as a disability related to police work, but it is not simple or clear cut like a car crash or an assault injury.

Police personnel, city human resources, the city's insurance organizer PMA, city finance, the state workers compensation board and the state Industrial Commission – everybody has a piece of this.

They overlap, but they don't always communicate well, so if you think you gave forms to one city agency, don't be surprised if you get written up for not providing to

another. Or even fired, like I was.

The bureaucracy is challenging and stressful – just what you don't need. What you will need is a lawyer. My lawyer got the city to rescind the firing, so I could take normal retirement on my terms.

I retired after 28 years, straight-up, honorable, I-did-my-time service. I'm proud of it, but ready, too, for great change.

Those who know me knew I had planned on getting to 30 and out, so this was only two years early.

The bottom line, the final determining factor for me, was my doctor's simple logic.

"Coronary artery disease is caused by stress, and police work causes stress. You should not go back if you want to continue to live."

I will always have to take heart medication, should never shovel snow, and my kids will have to check "yes" on medical forms asking about family history of heart disease.

Due to the seriousness of my condition, my cardiologist advised me to seek other less stressful employment, as it appears that I am permanently physically unfit for unrestricted duties as a police officer.

So now, I'm a writer, and my debut novel, "Apprehension," was published July 30, 2019. (See [Inkshares.com/books/apprehension](https://www.inkshares.com/books/apprehension).)

I am the luckiest man in America. I had a decent career, avoided too much personal violence, rose higher in rank than I thought I could, missed only a few opportunities, had fun and helped people.

I met my wife on the job. I was in a street-level narcotics unit and she was a public defender. It was love at nearly first sight but she beat me on our last case against each other.

(See ZIPPER page 24)

Zipper

(Continued from page 23)

We have two amazing kids who are college graduates and rising in their fields, happy, and strong as they should be.

I got to write my novel, and I will donate half of my sales profits to efforts to fight police suicide.

In my 28 years with APD, I lost one fellow officer to hostile gunfire but three to self-inflicted gunshot wounds, and two city deputies took their own lives. And that terrible proportion pretty much plays out nationwide. One last thing

for my police brothers and sisters (and forgive the boast, because it is not the point). I recently bumped into a parking enforcement officer I have known forever.

He asked after my health and when I told him I had to retire, he looked down and said, "I am sorry to hear that. We liked it when you were working. You always came and checked on us. We felt safer when you were working."

That was the greatest compliment I have ever received.

It was always my goal to protect and serve my people, so maybe I achieved it. It should be your goal, too.

Keep your partners safe, always. It means you will be safe, too. I want you to get home every night. Like I get to now.

(Editor's note: Boston University graduate Mark Bergin retired from the Alexandria (Va.) Police Department as a lieutenant in 2014 after 28 years and, in the end, two heart attacks.

He was twice named Police Officer of the Year for drug and robbery investigations.

Prior to police service, he was a newspaper reporter in suburban Philadelphia, Penn., and in Northern Virginia where he earned the Virginia Press Association Award for General News Reporting. He can be reached at berginwriter@gmail.com, or at markberginwriter.com.

He splits his time between Alexandria and Kitty Hawk, N.C., with his wife, grown daughter and son and a not-so new dog.)

PBA OF GEORGIA SUPPORTS, ENDORSES CANDIDATE

A major component of SSPBA is supporting elected officials and endorsing candidates. PBA of Georgia is proud to support Republican state Sen. Tyler Harper. Harper is a farmer and businessman in Ocilla. Here, he accepts a check from PBA of Georgia President Joe Naia (r) in support of his campaign.

POLITICAL ENDORSEMENT

The PBA endorsement is the result of a long-standing, well-tested and respected two-step process. The screening/endorsement process begins with the invitation of all legitimate candidates to an interview (screening) with a committee of PBA members. The candidates are questioned, one at a time, on issues of importance to the membership. The committee makes recommendations for endorsement to the appropriate board of directors (local, state or association).



JOINT EFFORT SWAYS BILL OF RIGHTS CHANGE

By Cpl. David King
Dublin (Va.) Police Department

For several years, I was under the impression from casual conversations, that all police officers in the Commonwealth of Virginia were covered by the police officers' BOR.

I had never looked into the topic, and honestly didn't know exactly what it entailed.

In October 2017, a situation arose within my agency that caused me to look into the BOR. What I found was not at all what I believed to be correct. Quite frankly, the BOR was disappointing and offensive.

The Code of Virginia laid out the definitions used in BOR. Among those definitions was how an "agency" would be defined. The code's definition of "law enforcement officer" required that an officer be part of a police department with 10 or more officers.

This was offensive to me because I felt I was just as much a law enforcement officer in my eight-person department as anyone in a 200-person department. On Nov. 3, 2017, I contacted Sean McGowan, executive director of the Virginia Police Benevolent Association, to ask his opinion on this issue. It was then that the realization hit that other police officers in Virginia working in an agency with fewer than 10 people had no protection under the BOR.

Sean took action on our behalf. In February 2019, he told me that the wheels were in motion, and a bill to make changes to the code was in process. The proposal was heard in Senate Finance Feb. 12 and it was referred to the Committee on General Laws.

Sean told us to contact our senators



to ask for their support of the bill. I immediately began sending out emails. I also contacted Jenny Anderson, the teacher over the criminal justice program at Pulaski County High School.

Ms. Anderson was, at the time, a part-time police officer at my agency. She assigned a group of her students to send letters to senators asking them to support our efforts.

The anticipation grew quickly. I honestly did not even think we would make it to that point, given the climate of our society. I knew it would not be a fast process, but it seemed like an eternity until we heard from Sean on the bill's status.

However, I received great news from him March 23 – legislators passed HB2656, amending the code to cover agencies of three or more officers. The bill went into effect July 1 and will be a huge benefit to ensure fair treatment to the men and women who serve the communities of the Commonwealth in smaller agencies.

I am grateful to Sean and the Southern States PBA, and the students from Pulaski County High School for all they did to make this change a reality. We are blessed in law enforcement to have an organization like SSPBA to support and help protect us -- more now than ever before.



Bruce Dale prepares for a jump

GERONIMO! PARATROOPERS MIGHT AS WELL JUMP

By Bruce Dale
Capital Chapter, NCPBA

I started with Cary (N.C.) Police Department in March 1994, serving in field operations, bike patrol, emergency response team, sniper, drugs and vice, criminal investigations, training sergeant and serving as a TASER, subject control and physical fitness instructor. I am serving as a lieutenant in the Drugs and Vice Unit.

There has been a longstanding connection between military service and law enforcement. Many of our agency ranks are filled with former military members and current National Guard and Reserve members.

The connection between the two professions is undeniable, a spirit of service, sacrifice and professionalism toward a common good resounds throughout. The recent 75th anniversary of D-Day and the commemorative airborne jumps made throughout Normandy provided for a good opportunity to present this topic to our readers.

Like many in the police uniform, I served in the Army, in the 82nd Airborne, as a young paratrooper. It was here I first began to learn and appreciate the history of the Airborne paratroopers that forged our unit traditions and customs.

My time in the 82nd Airborne also forged

a love affair with parachute jumps and operations. Fast forward some 30 years later, I rekindled that thrill through the Airborne Demonstration Team. The transition to law enforcement in 1994 following my active military duty was a natural and comfortable step for me.

I can truly say that my interest in military history and WWII was fueled significantly after I applied and was accepted to serve as an escort for a program called Flight of Honor. This program provides travel arrangements for WWII veterans to areas of historical significance to their time of service.

Through this program, I connected with three Raleigh, N.C., WWII veterans who

lived in Cary. I began visiting them and the timeless connection of military vets was evident, as their stories of service in WWII began to unfold. From these visits, I was introduced to more veterans in the community, and a renewed interest in WWII history was forged.

Eventually, this search led me to locate and interview two WWII veterans who, following the war, went on to serve with our agency.

This then led to an even deeper appreciation for my own grandfather, William Dale, who served as an Army medic in the European theatre during WWII.

As my interests grew in depth, I continued to research and learn more about the topic.

Through this research I stumbled upon the Airborne Demonstration Team webpage.

I was immediately hooked on the idea of being able to conduct airborne parachute jumps from an actual WWII C47 Dakota aircraft, nicknamed “Boogie Baby.”

After contacting the organization, I enrolled in an abbreviated training course, reserved for those with prior parachute jumps and experience.

In July 2018, I traveled to the ADT training center in Frederick, Okla., and completed the course and subsequent certification jumps.

The training center is an immersive experience as it’s a fully restored WWII aircraft hangar complete with barracks, classrooms and a mess hall.

In addition to the abbreviated course, the ADT offers a nine-day certification course for individuals with no prior parachute or military service required.

After graduation, the students become full-fledged members of the ADT and begin the process of certification to attend and jump with the team at airshows across the country.

Throughout the year, training sessions are conducted to allow students to maintain jump proficiency and improve their skills and proficiency.

Over the course of the past year, I have



Dale steadies a fellow paratrooper loading for drop

been able to log eight more jumps alongside my fellow ADT members.

Down the road, I hope to have the ability to travel more and conduct jumps at airshows across the country and even in Europe.

Military static line parachuting has remained virtually the same since its development in the late 1930s. It differs from skydiving in that the individual jumper is tethered to the aircraft by a static line.

After the jump, the line reaches its apex automatically and deploys the parachute.

Our organization pays homage to our predecessors jumping in WWII period uniforms and equipment.

Typically, a WWII combat jump consisted of 80 or more pounds of equipment to include weapons, ammunition, radios, explosives and personal care items.

All this was carried by the typical 19-year-old WWII paratrooper who often

weighed in the 145-pound range.

By replicating these jumps in a historic fashion, it provides a firsthand experience and appreciation for what these young soldiers experienced and that experience is irreplaceable and uniquely earned by jump school graduates.

Our jumps are conducted from WWII-era C47 Dakota transport planes.

Our particular aircraft, Boogie Baby, has the distinction of being a lead aircraft on D-Day in 1944.

To jump from these aircraft is retracing the hallowed grounds of history.

As such, our organization is recruiting future airborne paratroopers.

If you have an interest in recreating history or simply care to join our ranks, contact me directly at advracin@hotmail.com or visit our organization’s website at <https://wwiiadt.org/>.

Until then, “Geronimo!”



Naia, president of PBA of Georgia and SSPBA board member, says he would like to return and spend more time exploring.

HIKER JOE FINDS 200 MILES OF ADVENTURE IN NEW ZEALAND, LOOKS AHEAD TO NEXT JOURNEY TO SOUTHEAST ASIA

By Emily Deaton
Special to Blue Review

Joe Naia went to the other side of the world on his latest hiking trip.

Earlier this year, Naia, a hiking enthusiast, departed for the month-long trip by taking a 15-hour flight from Houston, Texas, to Auckland, New Zealand.

He said he was inspired to take this journey through reading National Geographic magazines and watching a show on PBS.

“I spent on-and-off about a month researching it, looking for air fares and looking at weather patterns, trying to figure out when was the best time to go,”

said Naia.

He committed to the expedition the moment he “hit the button” and paid for his air fare.

“That’s how I do it every trip,” he said. “I commit with a click.”

Naia started his journey in Auckland and traveled to 20 other towns using a bus system, Stray, on which he befriended the driver and several other travelers.

A memory that sticks with Naia from his bus tour happened when his driver had to avoid an accident on their route to Milford Sound.

“I see him go off of the road, following

people,” said Naia. “Somehow they got a route going through farmland for 20 minutes, with big buses going around cows. Then we got out and picked back up on a county road.

“I thought that was the neatest thing in the world,” he continued, clearly amused at the memory.

The buses had a high clearance so they were able to navigate the rougher terrain with ease, unlike traditional buses in the United States.

Compared to his other hiking trips, Naia said this one was a “walk in the park” because the trails are so well-marked.

“It’s nothing like what I have done in



Naia spent a month enjoying the natural beauty of New Zealand.

the wilderness,” he said. “I hiked at least 15 trails on the North Island and South Island. I would say I hiked a total of 200 miles.”

Naia did much more than hike on his trip. He participated in many excursions and activities with his newfound friends from the Stray bus.

“One of the highlights of the trip was (exploring) Lake Aniwhenua, said Naia. “We stayed at this native park and went eel fishing. We had a feast. Everything was cooked in the ground by natural heat.

But Naia wasn’t enamored by all native traditions.

(See HIKE page 30)



Naia said his journey through New Zealand was a ‘walk in the park.’

Hike

(Continued from page 29)

“The only thing I didn’t want to eat was the eel,” he said. “I caught and released them.”

After breakfast the next morning, the remaining food was put into cartons and taken to local schools to be given to students in grades third to eighth.

“We handed out meals,” said Naia. “It’s a service they do to give back to the community. The children asked us what countries we were from, and they did their native dance for us. It was really neat.”

Naia wasn’t having any part of a bungee jump in Queensland, either, opting to stay firmly on the ground. As an alternative, Naia, and two men from

France and England drove small race cars on a track.

“We were competing with each other, and we had a really good time,” he said.

While traveling through a town called Bulls, Naia was humored by a World War II-era story he learned from reading a sign about the town. The town provided milk and food to the troops fighting the Germans.

“They had containers of milk that said, ‘Milk from Bulls,’ he



During World War II, the town of Bulls provided troops with milk and food. Naia said he got a kick from learning the containers boasted ‘Milk from Bulls.’





Naia took up hiking in 2000 and travels to exotic countries to indulge that hobby.

said. "I couldn't stop chuckling." He said he imagined what he would have thought as a soldier receiving that package and it made him laugh.

Naia said he was impressed that the country is "very clean and very nice."

"All in all, it was a very hospitable country, very friendly," he said.

"Everyone took a second to help if you were confused on something."

It was hard to not notice that the Kiwis are concerned about the environment.

"The thing that impressed me more than anything was how beautiful and clear the water was in the ocean," Naia said. "I didn't see any trash. They are

very environmentally-conscious. It was refreshing."

He also appreciated the feeling of safety and security, even at night.

"I never got lost and I never felt uncomfortable," said Naia. "You could walk around in the middle of the night and I didn't feel funny about it. The part that amazed me is that I saw very little law enforcement."

Compared to his last international trip, "Nothing was suspicious, not like Peru," he said.

After spending a month in New Zealand, he said it was his favorite trip, and he did not rule out returning.

"I went there for a month and I don't think that was long enough," said Naia.

"Naturally, I only scratched the surface. There's so much to do there."

Naia shared some advice for other travelers curious about what he called "a paradise for adventurers."

"Look at your flights, look at the time of year that you're going and be prepared for the weather," he said. For example, "The South Island will be very cold."

Naia, 73, said his next trip might take him to Southeast Asia, including Laos, Cambodia and Vietnam.

Naia took up hiking in 2000 and serves as SSPBA secretary/treasurer. He's been a PBA member for 26 years.

(NOTE: This article was written by Emily Deaton, a reporter for The (Jesup, Ga.) Press-Sentinel, and is reprinted with permission.)

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RESPONDING TO MENTAL HEALTH SUBJECTS

By Sgt. Jerry Schrecker
Retired Fayetteville (N.C.) police officer

So, you think that law enforcement is responding incorrectly to out-of-control mentally ill subjects and that those subjects are needlessly dying? Well, I have a solution for that.

Law enforcement isn't the appropriate entity to be calling for these issues in the first place. Law enforcement's job is to enforce law, not deal with what are clearly mental health issues.

Here's what you do. The county, or whichever governing entity is in control of Emergency Medical Services, hires a team to crew one ambulance each shift that is comprised of:

- A psychiatrist or psychologist
- An attorney
- Two unarmed security guards
- Two EMTs

It would be the responsibility of this team to take all calls regarding suspected mental health issues, whether the subjects are armed or not, such as a naked person walking down the street with a knife or a gun.

Law enforcement would not be sent to these calls because they have already been deemed incapable of correctly handling these calls by psychiatrists, psychologists and attorneys.

It would be the psychiatrists, psychologists and attorneys who get to show their professionalism, and show us all how such matters are properly handled.

No more will there be lengthy waits in the hospital because a fully-trained and qualified psychiatrist or psychologist will be on the scene to determine whether or

not the subject is a "danger to himself or others," as the subject chases him or her around the house or yard with a butcher knife.

Psychiatrist or psychologist

The psychiatrists and psychologists who have been telling law enforcement for so long how to deal with such scenarios, and that we don't have to hurt those subjects, can show law enforcement just how that is accomplished without any use of force. And, of course, the psychiatrist or psychologist will be the team leader.

Attorney

The attorney will be a valuable asset to the team because he or she will be there running alongside of the psychiatrist or psychologist, giving them advice on how to not violate the mental health subject's rights as they are chased by the knife-wielding subject.

Yes, the attorney is there to keep the county out of trouble with lawsuits and to protect the rights of the mental health subject as they themselves are chased by the knife-wielding mental health subject.

But this should be no problem for the attorney. Remember, they are always telling law enforcement what they did wrong so the attorney knows how to do it properly, right?

Unarmed security guards

The two unarmed security guards? Why, they are there to keep anybody from interfering with the psychiatrist or psychologist and the attorney.

Why, no, they will not be assisting the psychiatrist or psychologist and attorney because that would violate one of the

most common complaints, that there would be three to five people on one and that's wrong.

No, the psychiatrist or psychologist and attorney should be just fine dealing with the knife-wielding mental health subject because they have told us all so many times how law enforcement "should" have done it without so many people.

Emergency Medical Technicians

The two EMTs? They stay inside the locked ambulance until the psychiatrist or psychologist and attorney have the knife-wielding mental health subject under control and properly restrained as appropriate to the incident.

Only then are they to exit the ambulance and treat injuries. But, of course, there won't be any since the psychiatrist or psychologist and attorney know what they're doing.

In cases where gunshots or a gun are reported, the EMTs will park a block away from the address and the psychiatrist or psychologist, attorney and unarmed security guards can walk the rest of the way.

Oh, don't worry about the unarmed security guards -- the psychiatrist or psychologist and attorney are professionals and know how to talk down a violent knife or gun-wielding mental health subject safely, as they so often insist that law enforcement should be able to do.

The cost? Why the offsets of what would certainly be a reduction in lawsuits, wasted officer hours sitting in a hospital for a mental commitment and simply thinking of the value of a life, make the cost completely acceptable.

EFFORT FOCUSES ON ENDING FINANCIAL SCAMS

By Capt. Brian Eckelson
Crossville (Tenn.) Police Department

According to a nationwide Federal Trade Commission report, in 2017 there were over 2.7 million reports of scams. In law enforcement, we know that not all crimes get reported.

These reported scams bilked unsuspecting victims out of \$905 million in 2017 alone. That equates to just over \$103,000 per hour, every hour of every day.

In 2019, that number is expected to be well into the billions. According to reports, the No. 1 targeted group is people 60 to 69 years old, followed by people 70 to 79 years old and those who are 50 to 59. These are the ages of our retired population.

I live in Crossville, Tenn., which is a prime retirement location with several retiree communities. We have suffered tremendous losses as a result of these scams.

We almost never recover those lost funds. With little ability for law enforcement agencies to work with other countries, the scammers, who are often overseas, are rarely brought to justice.

We must be able to do better. In 2017, Tennessee was ranked 10th in the nation for scam victimization. Today, we are

ranked fifth.

In order to combat this epidemic, the Crossville Police Department is changing gears just a little bit. Teaming up with the Crossville-Cumberland County Crime Stoppers organization, the

customers one question: "Do you personally know who you are buying this gift for?" (If not, why would you want to buy a stranger a gift?)

No legitimate business, government organization or prize give-away group accepts gift cards as payment for virus

protection or repair, payment of taxes and fines or as a means to secure prize money.

Our free program teaches customer service professionals how to help law enforcement keep their customers safe, while easing their privacy concerns.

It is a win-win for the businesses who, like us, usually have training requirements. They'll be glad to get the training and you will be getting information to the "boots on the ground" that really can

make a difference.

By partnering with your community, you can protect the public while building the bonding relationships that will make your jobs easier in the future.

Teach employees to call the police if they suspect a scam.

Consider setting up a similar program in your community. After all, the only thing you have to lose is \$103,000 per hour, every hour of every day, from your most vulnerable citizens.



CPD implemented a "No Scam Zone" initiative.

We established training for store cashiers, bank tellers and management personnel aimed at protecting their customers.

Every business wants to help keep their valuable customers safe but many are fearful of privacy issues and potential backlash for getting too involved in their customers' affairs.

We recommend simply asking their

Here are just a few examples of recent scams:

* Several victims report receiving a call supposedly from their church, telling them that they needed to buy a Christmas gift for a church member's family, or gift cards for school projects. The scammers send the victims to stores for iTunes gift cards with claims that they would pay them back at church.

* A victim was told that she had won the Publisher's Clearing House grand prize

and was scammed by being directed to buy a \$5,000 money transfer, in addition to money orders from grocery stores for \$3,500 and a cashier's check from a bank for \$5,000. The total loss was \$13,500.

* Several victims received emails purportedly from Apple stating their computers had a virus. In order to fix it, "Apple" needed Google Play cards. The victims were sent to local businesses to purchase thousands of dollars' worth of gift cards. The codes from the Google Play cards were given to "Apple" to

fix their computers. The victims were instructed to tell no one what they were doing. One victim even went to their bank and transferred \$100,000 to the scammers. One victim lost over \$14,000 and the second lost \$116,000.

* An elderly widow lost her home and is now working to pay rent because a man she loves but hasn't met, is overseas and needed nearly \$73,000 to pay off his boss. Once that debt was paid, he told her, he can leave his country to be with her. Even after speaking with police, she believes she hasn't been scammed.

FINDING AND KEEPING GOOD OFFICERS

POLICE-BASED STUDIES FIND ATTRITION CAN BE REDUCED THROUGH SUPPORT, BETTER PAY, BENEFITS

By Maceo Brayboy
By Sgt. Charles Huffman
Metro Atlanta police officers

The matter of police attrition, recruitment and retention has become problematic for law enforcement agencies over the past 10-plus years, possibly due to generational perceptions by modern youth and how law enforcement is portrayed in the media, including social media.

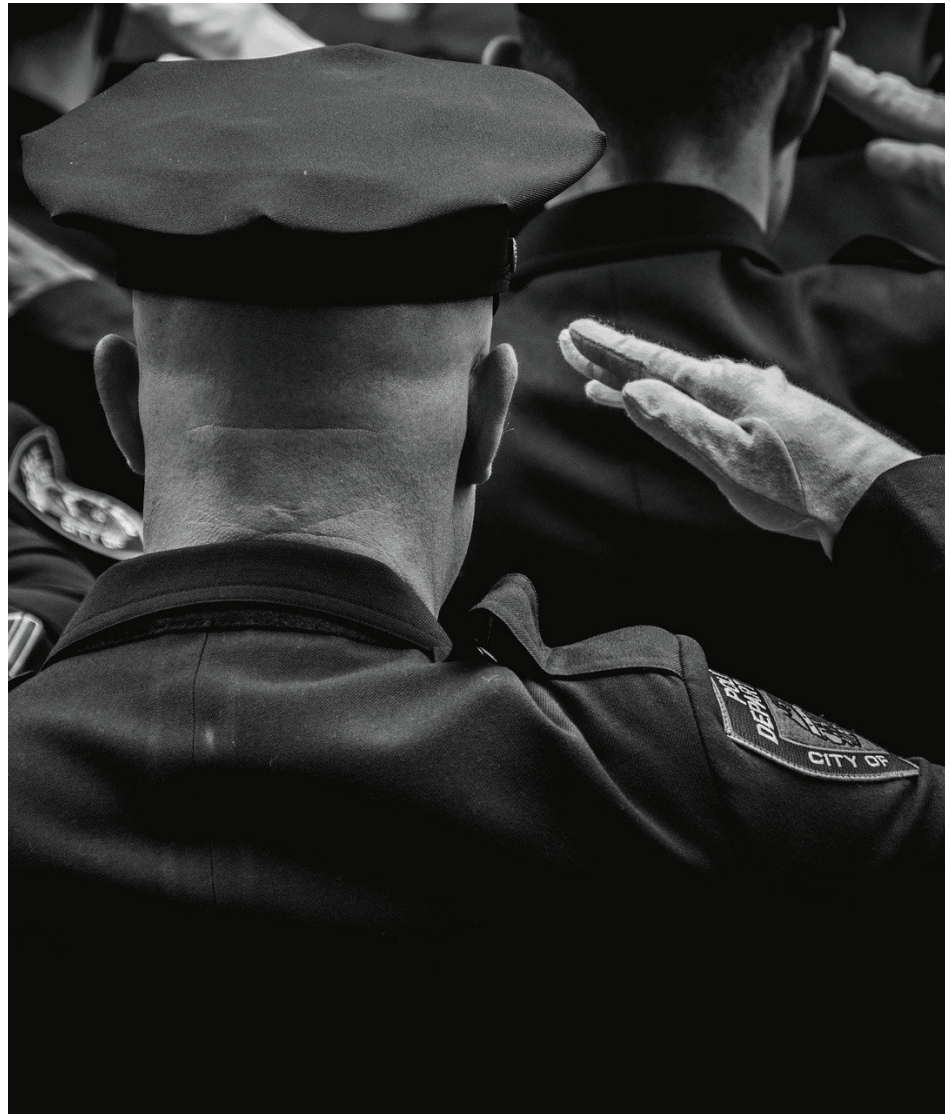
Two metro Atlanta (Ga.) police officers, Sgt. Charles Huffman and Maceo Brayboy, Ph.D., each conducted independent studies in 2018 surrounding the matter of police attrition, recruitment and retention in their efforts to gain insight into what measures could be taken to reduce attrition, enhance recruitment and retain veteran officers.

Huffman's study was conducted for the sake of the agency he is employed with as a Uniform Patrol Division shift supervisor, while Brayboy's study was conducted to determine resolve for law enforcement on a larger scale.

In a proposal to the command staff of the agency where Huffman works, he suggested "Law enforcement executives worldwide are facing challenging internal issues facing their respective agencies. The vast majority of the problems stem from recruiting, selecting, and retaining sworn personnel.

"Over the past few years, our department has suffered from vacancies, which lead to increased overtime costs to fill needed shift coverage, decreased officer morale due to the inability to take time off or transfer to specialty units, and reduced delivery of services to the community."

Meanwhile, research conducted by Brayboy revealed "Whenever job satisfaction reaches low levels, high



performers are more inclined to quit their job or transfer to another organization much quicker than poor performers.

"Thus, higher rates of police officer turnover from a voluntary perspective is an indicator of employee job dissatisfaction, lessened organizational commitment and factors which provoke high performers to quit their job.

"The need is imperative for managers to gain an understanding of how employee turnover directly affects organizational

performance before attempting corrective actions, versus approaching the effects of employee turnover from a traditional assumption in attempts to reduce employee turnover. If employers choose to only maintain minimal turnover levels without examining the underlying causes, retention expenses may prove to be financially costly for them as a result of increased pay and benefits packages."

Huffman and Brayboy had never shared each other's studies, including the questions which guided their respective

studies, nor had they ever discussed the outcome of their studies until March 2019 when they decided to merge their studies and outcomes, and co-author articles related to the topic of police attrition, recruitment and retention.

In Huffman's proposal letter to the command staff, he also acknowledged "Many officers are trapped in uniform patrol or on the waiting list to be transferred to various specialty units. Currently, the waiting list could last several years.

"The waiting period has led to the loss of experienced officers, who understand the community and our agencies commitment to our residents. Some were eligible for promotion. This is especially damaging to an agency and hinders succession planning."

Brayboy's research revealed "Many veteran police officers with just under five years of experience as a line-level police officer had experienced low morale as a result of job dissatisfaction due to many factors, including pay, job assignment, salary, the lack of potential for advancement, and redundancy in their daily function."

Huffman's proposal letter further acknowledged "Competition for talent is fierce in the Atlanta area, and we have witnessed on too many occasions officers who were lured away, either in the recruiting process or within years of being hired.

"Skilled, competent, and professional officers are a valuable commodity. These officers are subject to being recruited away from our agency if there is not some level of job satisfaction or bonding with our agency."

Data obtained by Brayboy illustrated "A 2004 National Institute of Justice Report revealed smaller police agencies had experienced greater problems with police officer retention, although more than 45 percent of those officers remained employed as law enforcement officers but moved on to larger agencies.

"A wealth of known factors has influenced the decisions of police officers who have left their jobs, including job dissatisfaction, stress, and internal

The starting salary for the agency and the officers who participated in Brayboy's study was \$36,523.76 in August 2018, with no pay scales, incentives for higher education, college degrees or longevity incentives, similar to other agencies within the surrounding area.

That salary was adjusted in January 2019:

Police Recruit: \$35,528

Certified Peace Officer: \$40,930

Police Officer II: \$42,281

Police Officer III: \$43,631

conflict. The deciding factor for many police officers who have left police work can be attributed to reductions in job satisfaction, including on and off duty capacities."

In continuing with Huffman's proposal letter, he acknowledged "Salary and pay are beyond the control of a police chief. To make up for perceived salary disparities, our department will be best suited to find a way to be creative and identify other rewards and perks for officer's service. This proposal is to help our department retain its officers by placing a time limit "mandatory rotation" on the years in which officers can be assigned to a specialty division.

"Our department currently [has at least] (6) specialty units and when assigned to those units, officers can remain in the unit until they retire, promote out, or transfer out due to disciplinary reasons. Voluntary transfers have occurred, but they are scarce. Due to the current size of our department, this places an officer assigned to UPD in a situation in which the career development plan becomes ineffective."

Brayboy's research suggested, in many cases, "police officers quit their job with smaller agencies for larger agencies potentially for greater opportunities, better pay, and advancement opportunities; however, the loss of officers to larger agencies created attrition problems for smaller agencies. These problems have existed historically and in recent times, according to the literature."

Huffman's proposal to the command staff included placing a cap on how long officers who receive assignments to specialty units remain in said unit. The specialty units at the agency Huffman is employed are: Criminal Investigations Division, Highway Enforcement of Aggressive Traffic, K-9, Community Oriented Policing, Motorcycle Unit, Training Division, Narcotics Task Force, and the Quality of Life Unit.

Placing caps on the amount of time officers remain in specialty units will afford other officers the opportunity to experience different areas of police work, gain new knowledge, training, and experience, and reduce the potential for job-related burnout, which in essence makes for a more knowledgeable officer.

There are roughly 105 officers assigned to UPD at Huffman's employing agency. Data obtained from Huffman's study involving placing a cap on the amount of time officers can stay in a specialty unit without returning to uniform patrol illustrated, of the 51 participants from the UPD, the majority favored mandatory rotation.

Although both of these studies were conducted for different purposes, the results were similar in nature. Thus, job satisfaction is key to reducing attrition, enhancing recruitment and retaining veteran officers.

Even though the men and women in public safety do not enlist to become wealthy, it is imperative, and will become more imperative futuristically, that leaders and their governing bodies recognize the financial worth of their human capital.

See pages 38-39 for survey results

Meanwhile, law enforcement leaders need to look within to find what is needed to retain its human capital.

They must incorporate retention tactics such as placing caps on specialty units and consider all assignments other than uniform patrol as a temporary duty assignment like many of our military branches of service.

In August 2018, Brayboy conducted an anonymous qualitative Delphi study within the same agency consisting of 11 line-level police officers assigned to the UPD with a minimum of five years of police experience.

The study was conducted by using QuestionPro, an online survey tool which allowed for the following questions to be answered in narrative format.

The responses to survey questions are used to determine consensus. They are unedited.

WHAT IS YOUR OPINION AS TO WHO SHOULD IMPLEMENT STRATEGIES TO ENHANCE THE RETENTION OF VETERAN POLICE OFFICERS?

Response 1: "Strategies to enhance the retention of veteran police officer needs to be done and the Command staff level and [County] Board of Commissioners level because they control the rules and the money."

Response 2: "The Chief of Police in conjunction with an assigned retention [officer]."

Response 3: "The Chief or Sheriff with input from veteran officers and deputies."

Response 4: "Veteran officers should be able to honestly communicate with command staff with concerns and needs without fear of retaliation. It should then be up to the command staff to implement the strategies to retain veterans."

Response 5: "Police Chief and BOC"

Response 6: "Command staff can come up with solutions to help, but without

support, it is useless."

IF GIVEN THE OPPORTUNITY, WHAT RECOMMENDATIONS WOULD YOU MAKE TO LAW ENFORCEMENT LEADERS TO ENHANCE WORKPLACE CLIMATES FOR LAW ENFORCEMENT AS A WHOLE?

Response 1: "Trust, communication, and training top 3 musts."

Response 2: "I believe the way to enhance workplace climate is to treat everyone the same. This is the most important thing that officers see."

Response 3: "Listen to your people. Don't make mountains out of [molehills]. It's okay to say no to the public on occasion."

Response 4: "Keeping the department informed with any changes that may affect them in any way. An open line of communication is a major factor."

Response 5: "I would recommend conducting anonymous climate surveys to ascertain what climate enhancements are needed."

IF GIVEN THE OPPORTUNITY, WHAT RECOMMENDATIONS WOULD YOU MAKE TO LAW ENFORCEMENT LEADERS TO REDUCE ATTRITION FOR LAW ENFORCEMENT AS A WHOLE?

Response 1: "Focusing on their people, keeping up with needs and wants as the community and officers adapt to environments over time."

Response 2: "I believe the leadership needs to make sure they pick the correct supervisors to lead the troops. Leaders who do nothing but harm the troops can harm law enforcement as-a-whole."

Response 3: "Good benefits and an environment of trust."

Response 4: "[Once again keep open communication], plus having a good salary. It is hard for officers to stay with a department if they cannot feed their family without working overtime."

Response 5: "I would recommend law enforcement leaders conduct surveys and interviews with officers from various divisions, as well as exit interviews with officers who leave for reasons other than retirement."

IF GIVEN THE OPPORTUNITY, WHAT RECOMMENDATIONS WOULD YOU MAKE TO LAW ENFORCEMENT LEADERS TO ENHANCE RECRUITMENT FOR LAW ENFORCEMENT AS A WHOLE?

Response 1: "Involving veteran and new officers to answer questions other than pay & benefits."

Response 2: "The people working in recruiting need to be someone who can communicate with [others] who are not in law enforcement to provide them with the information you need."

Response 3: "Good benefits and access to veteran [and] fairly new officers to answer questions."

Response 4: "Not sure, I have never worked in that capacity, but a happy department I think is the biggest recruitment any department can have."

Response 5: "I would recommend to agencies without a recruitment unit to establish one, have an active recruiter seeking

WHAT IS YOUR OPINION AS TO WHAT STRATEGIES ARE NEEDED TO ENHANCE INTERNAL WORKPLACE CLIMATES FOR POLICE OFFICERS?

Response 1: "[Fair] promotion process[.]"

Response 2: "Command staff has to be open and honest. They also have to keep the department informed about issues that affect us. If [not,] rumors can start and rumors often times cause dissension."

Response 3: "I believe employees need to be treated as fairly and maturely as they act."

Response 4: "Police Officers need recognition and appreciation. We go into this profession knowing we are not going to get rich. But if we are willing to risk our lives for complete strangers show sincere appreciation."

Response 5: "I think the whole concept of a para-military structure should be revamped, such as evolving the way the military has versus the same old set up with limited opportunities for advancement laterally or upward."

Response 6: "Officers should feel safe at

the office. They should be able to vent or otherwise without fear of reprimands for their opinions in house. They should have more input to policies that directly affect them at their level. True discretion should be allowed in their case decisions. Not to be confused with actual mistakes to be corrected. An environment of trust is necessary. Officers must be able to trust their supervisors to do their jobs and have their backs. They should not feel they have to keep looking over their shoulders in house simply [due] to politics. There is enough of that externally.”

WHAT IS YOUR OPINION AS TO WHAT STRATEGIES ARE NEEDED TO REDUCE ATTRITION?

Response 1: “Higher starting pay, raises every year. More affordable benefits.”

Response 2: “Competitive pay and benefits. Strong leadership. It is not just pay [alone;] officers like to know they have a chance to advance and know that in [10, 15, 20] years they won’t still be making the [same] pay.”

Response 3: “I feel a department needs to match the benefits of other [departments] around the area. They need to [attempt] to match or exceed the pay[, take-home] vehicles, insurance, retirement, and secession opportunities[.]”

Response 4: “Salary increase and pay scale. Employees want to know what they are going to make as their career progresses. A retirement that is structured more like a military retirement system.”

Response 5: “In my opinion, attrition could be reduced by promoting qualified officers to the next higher grade once they have met the qualifications for the next higher grade. Additionally, there should be financial incentives for longevity, evening and night time differential pay, and the ability to move laterally within police departments to enhance career development.”

Response 6: “As with the above question, attrition would be greatly reduced with the removal of unnecessary fear of doing their jobs and allowing officers to make circumstantial decisions, per the authority afforded to them to end or

move forward with a case. Allowed to go to extra training especially when they recognize something within themselves they would like to learn more about or improve on. [Therefore], encouraging personal improvement that enhances the officer for themselves and the department as a whole. Having a good benefits plan. Having a salary system that recognizes longevity, skills[,] and training.”

WHAT IS YOUR OPINION AS TO WHAT STRATEGIES ARE NEEDED TO ENHANCE RECRUITMENT?

Response 1: “Better starting pay, sign on bonus.”

Response 2: “Competitive pay and benefits[.]”

Response 3: “This department needs to match [the pay] of the surrounding areas and need to use officers to speak to others at job fairs or college/ trade school graduations.”

Response 4: “Again pay, pay scale and retirement benefits will attract quality applicants. Adopting educational benefits and educational opportunities will help. Focus on recruiting former military or retired military. Shift differential pay. Adopt a time away from home/family pay for those who work weekends, etc.”

Response 5: “Offer [sign-on] bonuses with signed contracts for a certain amount of years minimum for new recruits and veteran officers.”

Response 6: “Having starting level road officers and new hires involved in the ‘Why should I work for you?’ [Process] to answer working environment questions from different backgrounds and family situations. [Having good] benefits and salary plan that is competitive for the area.

“Having access to the best available training. Having [take-home] vehicles for those that live in surrounding areas outside of the jurisdiction. By already having a reputation of the two previous questions would ease new recruiting.”

WHAT IS YOUR OPINION AS TO WHAT STRATEGIES ARE NEEDED TO ENHANCE THE RETENTION OF VETERAN OFFICERS?

Response 1: “Steady competitive pay increases, yearly bonus.”

Response 2: “A defined pay scale would help. If an officer that has been with a department 10, 15, or 20 years, and yet an officer with five years make the same pay or very close to the same pay, we feel unappreciated. A good promotion [process.] [It] often times feel that the officers getting promoted are the ones that are liked by command staff.”

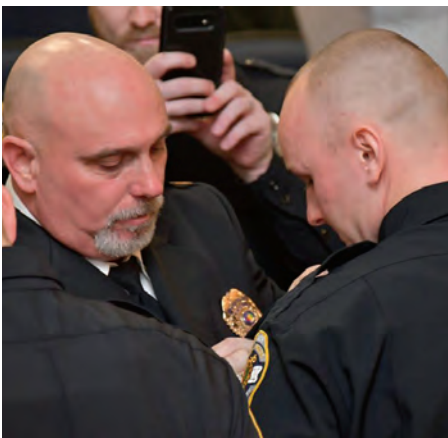
Response 3: “I believe upper management needs to speak to veteran officers to see where they wish to go with the department and gauge their happiness with their current [surroundings.]”

Response 4: “Show sincere appreciation. Have incentives for career officers. Some officers have no desire to be a supervisor or management duties but continue to strive to be effective employees and may possess leadership qualities. Reward those career officers and don’t look down on them for being career officers. Don’t assume they are ‘burned out.’ Managers should strive to keep veteran officers from getting complacent. Offer veteran officers a change in their routine. Offer a new assignment to the veteran. Ask the veteran for his opinion. Have and demonstrate respect for the veterans. Don’t put your veteran officers on the same level as officers right out of the academy. And in a changing political society where police officers are [somehow] the bad guys. It is absolutely necessary for police management and politicians [to stand] up to the media and defend police officers.”

Response 5: “Longevity pay, a pay scale similar to the military so officers can see what they will be making with tenure. The opportunity for lateral and upward movement within the department and rank.”

Response 6: “On top of the previous, outside educational incentives, true and fair opportunity to move up in rank and or specialized positions. Salary or equivalent rewards for longevity. Having a strong and stable retirement fund.”

ALABAMA WELCOMES NEW OFFICERS



Cadets of the 61st Session graduated recently and began their field training. NFL legend John Stallworth, who played 14 seasons with Pittsburgh Steelers, was a guest speaker.

Class chaplain joins Eufaula PD

Congratulations to the newest APOSTC certified police officer. PBA member and police Officer Shelsea Rickman graduated from the Tuscaloosa Law Enforcement Academy after 13 weeks of intensive training. Officer Rickman, through the confidence and trust of her fellow cadets, was elected to serve as the chaplain for Class 19-03. "We applaud her efforts and the support of her family to become part of our family," said Eufaula police Chief Steve Watkins, at right with Officer Rickman. "We look forward to your service to Eufaula."



SPOTLIGHT ON MADISON, ALA., DETECTIVE GRIGSBY

Originally posted on Madison (Ala.) Police Department Facebook page

While those orange-wearing Vols fans might leave a sour taste in the mouths of many Alabama residents, Madison Police Department is proud to have Detective Wesley Grigsby as a part of our investigations division.

Joining MPD in 2009 after five years of service in the U.S. Army as a signal support systems specialist, he brought years of experience from his time spent in Germany, Kosovo and Iraq during Operation Iraqi Freedom.

Wes, a PBA member, began his career as a patrol officer and was soon promoted to shift supervisor and SWAT sniper. After paying his patrol dues, he was promoted to detective in the investigations division where he is skilled at working violent crimes.

Grigsby says that getting the worst of the worst off the streets gives him great satisfaction. It is not uncommon to see him shed his business attire for SWAT greens and go out on the streets to make felony arrests of those who prey on our citizens. His greatest challenge is what Wes calls "the hunt," finding out "who done it" and holding them accountable.

While tracking down the bad guys is



Wesley Grigsby

his specialty, Grigsby finds his most rewarding cases involve children. He recounted the story of a young child who was the victim of a father's abuse. The father, as a result of Wes' diligence in pursuing justice, was arrested and the child was made safe again.

About a year or so after the case closed, the child saw Wes at school and came up to give him a hug. It is this that reminds Grigsby that in a world fraught with evil, good will always triumph.

During his off time, Wes likes to spend

time with his wife, Misty, and their three children. He enjoys coaching rec league football and watching his Tennessee Vols. Receiving a bachelor's degree in criminal justice from Columbia Southern University in 2013 made him the first member of his Tennessee family to have a degree.

Having a family, working full time and completing college are daunting tasks for anyone but Wes understood the importance of education and set his goals high.

Grigsby has received multiple awards and commendations: to include 10 letters of commendation, twice recognized as Officer of the Year and Officer of the Month, Meritorious Service Medal, two unit citations, and a Detective of the Year Award.

With a motto of "Always do the right thing, even when nobody is looking," Grigsby embodies the spirit of the Madison Police Department. We thank you for your service and your commitment to the citizens of Madison.

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Retired members pay only \$36 per year and enjoy benefits including legal services (from their member date) should covered legal issues arise from the time of active membership.

Benefits also include a \$10,000 accidental non-occupational death policy, yearly publications and decals.

MEMBERS



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SSPBA.ORG 41

CATAWBA RIVER CHAPTER BOARD MEMBER SAVES LIVES TWICE THROUGH ORGAN DONATIONS

By Zachary Lechette
NCPBA Catawba River Chapter board member

It is impossible to quantify the number of lives officers save over the course of a career. Anyone who has worn the badge knows that law enforcement is not a just a job, but a calling. News stories frequently report the heroic acts of law enforcement officers who selflessly work to help others while on and off the job.

As a career law enforcement officer, I have wondered what differences, if any, I have made in the lives of those I've encountered.

While we may not always see the impact, one thing is for certain, we have all saved lives.

Many officers have donated organs to fellow co-workers, family, friends and even complete strangers. I am part of the latter group.

I am honored and humbled to be an altruistic living-organ donor, not once, but twice.

Many people have asked what inspired me to donate. My answer has always been the same, to help someone in need. This is something all law enforcement officers have in common, a desire to help others.

Becoming a living-organ donor was not something I had ever given much thought. It wasn't until a co-worker of mine had a child pass away that the idea of organ donation even entered my mind.

I was working for the State of North Carolina when my co-worker's daughter became ill.

I would later learn his daughter needed a kidney transplant but was unable to get one before becoming too sick.

It was because of this tragedy I started researching information about living-organ donation.

I looked at numerous websites and read countless stories of how people saved the lives of family, friends and strangers by

donating an organ—usually a kidney.

What really interested me was the thought of strangers donating to strangers. I learned this type of donation was referred to as a non-directed or altruistic donation.

I found myself trying to learn as much about the donation process as I possibly could. It didn't take long for me to decide this was something I wanted to do—I wanted to donate a kidney to someone who needed it.

My first step to becoming a living-organ donor was convincing my wife and family that this was a good idea.

However, I finally convinced them this was something I really wanted to do. I believed this was my calling and a way to use my blessings to bless others.

I learned many people with kidney failure endure countless hours and days tethered to a dialysis machine. These people are not truly living, rather, they are simply surviving until they can receive a life-saving kidney transplant.

I learned the risks associated with donating a kidney were relatively small. Likewise, kidney donors can live perfectly normal lives with one kidney just as they can with two.

In my mind, having two kidneys meant I had a spare, a spare I could donate.

Once I knew my wife and family were supportive of my decision to donate,



Officer Zachary Lechette (l) was an altruistic living-kidney donor to David.

I contacted Duke University Hospital and spoke to a member of its transplant team. I asked whether they offered non-directed donations.

I was told they did, although they were not as common as donations to a family member or friend. I explained my interest in becoming a kidney donor and began the evaluation process.

The first thing I had to do was answer basic medical and health questions during a phone interview to ensure I did not have any immediate disqualifiers that would preclude me from donating.

The interviewer, a transplant nurse coordinator, asked about my rationale and desire to donate. I told her how I came to my decision and how I've always helped others when I could.

After the coordinator was satisfied

with my overall health status, I was able to move forward with the donation evaluation process.

I was scheduled for a two-day evaluation process at Duke University Hospital and underwent extensive testing. The testing included a CT scan, chest X-ray, numerous blood tests and an EKG.

I also participated in educational classes on the risks associated with kidney donation and learned more about the surgery.

I spoke to a social worker and medical psychologist who wanted to learn more about me, my rationale for wanting to donate and how donating might affect my life.

I answered their questions and assured them I had an adequate support system at home and the desire to donate. I was told I would have to be out of work for about six weeks.

The staff wanted to make sure I would not have a financial burden by missing work or from the costs associated with traveling back and forth to the hospital, as this was the responsibility of the donor.

Luckily, the State of North Carolina has a program for state employees which provides for 30 days of paid leave for organ or bone marrow donors. This benefit allowed me to donate without using any of my accrued leave.

At the end of the two-day evaluation period I was told to go home and wait for a response from the transplant committee.

The transplant committee met weekly and reviewed all the test results and reports relating to the potential donor.

The committee then votes whether to accept or reject the potential donor based on the donor's individual risk associated with the donation.

The following week I was contacted by the coordinator and told I had been approved as an organ donor. I was also told a recipient had been identified and a surgery date could be set.

I assured the coordinator I wanted to

continue with the donation and a date for the surgery was scheduled.

In June 2015, at Duke University Hospital, I donated my left kidney to a man I had never met.

I later got to meet David and realized just how much my gift meant to him.

I learned David had been on dialysis for several years. Not only was I able to save his life, but my gift had a profound impact on the quality of life he shared with his family and friends.

I recovered quickly after the surgery and returned to work about six weeks after the procedure. The time granted to me by my employer gave me the opportunity to recover at home without having to worry about missing a paycheck or using my own accrued leave.

Because the procedure was done laparoscopically, I was able to return to full-duty quickly and without any restrictions.

The four-year anniversary of my kidney donation was June 2019. I have had no problems related to my kidney donation

and would gladly do it again. That is when I started wondering, could I help someone else?

The thought of becoming a living-liver donor crossed my mind one evening while I was watching television. A commercial came on the TV about the living-liver donor program at the University of Pittsburgh Medical Center.

I live in North Carolina and so I was surprised to see an advertisement for a living-liver donor program in Pittsburgh being advertised where I live. Nonetheless, it piqued my interest and I immediately began researching their program.

I continued to research living-liver donation and learned people with liver failure only have a limited window of opportunity to receive a transplant. Many people with liver failure often become too sick for transplant or fail to get a new liver in time.

(See ORGAN page 44)



Officer Zachary Lechette was a living-liver donor to Sarah.

Organ

(Continued from page 43)

The more I researched living-liver donation and the more I learned, the more I knew I wanted to help.

However, the idea of becoming a living-organ donor a second time seemed almost impossible, and probably a little crazy to most people.

At first it seemed like I was entering uncharted territory. I struggled to find stories of people who had donated an organ not just once, but twice.

I was only able to locate a few academic journal articles which spoke of individuals who had donated organs more than once.

I figured this was something not everyone would be accepting of, and it would likely end with me not being able to donate a second time.

Nonetheless, I went to UPMC's website and reviewed the information about the living-liver donor program. They had advertised that their program accepted non-directed donors.

I completed an interest card online and waited to hear back from them. I was contacted within a few days and asked if I was still interested in donating. I assured them I was and that I wanted to begin their donor evaluation process.

The first step in their process included a health history and interview. This process was like what I had done before.

This involved an online informational session where I was presented with facts about liver donation and risks associated with surgery.

The next step involved a day of evaluations in Pittsburgh. I flew to Pittsburgh and completed numerous medical tests, like the ones conducted for the kidney donation.

I spoke with social workers and psychologists who again, wanted to know my reasons for donating. To my surprise, being a previous kidney donor did not

prohibit me from becoming a living-liver donor.

Convincing my wife, family and friends that I should become a living donor was a little more difficult the second time around.

I am grateful for their love and support and initial hesitation. After all, it was going to be a much more extensive surgery and they only had my best interests at heart.

But as always, they have supported me in everything I have done, and this was no different.

After all the testing, interviews and evaluations were complete, I was approved as a donor and the surgery date was set.

This time, 60 percent of my liver would go to a woman named Sarah. I met Sarah about a week after the surgery.

Sarah said I had given her another chance at life. She told me she had been on the liver transplant list for a long time.

I wouldn't realize until later just how much of an impact I had on her, and her on me.

The liver donation surgery was markedly different than the kidney donation. The kidney donation involved a laparoscopic procedure.

The liver donation required a large incision and a much longer recovery time. Just like the kidney donation, I was not responsible for any of the medical costs associated with the procedure.

However, I was responsible for my travel and lodging costs. There are programs which help offset these costs, however, this is ultimately the responsibility of the donor.

Another major difference was the fact I am no longer working for the State of North Carolina, but a local municipality that does not offer a program for organ donation.

However, I qualified for Family Medical

Leave and had guaranteed paid time off from work using my accrued leave. I have been very fortunate to have been able to donate not once, but twice.

Luckily, I have experienced no complications and will continue to live a normal and healthy life.

I continue to work in law enforcement and have no restrictions on what I can do.

I know now, without a doubt, my actions have saved lives. Not just on the job, but off the job as well. Law enforcement officers across the country save lives every day.

Helping others is the cornerstone of the enforcement profession. Whether you donate blood, register as an organ donor, join the bone marrow registry or become a living-donor, your actions could save someone's life.

We need not forget the reason we joined this profession and should always know our actions make a difference.



My three suggestions for anyone considering becoming a living-organ donor:

- * **Research organ donation. Learn as much as you can about the procedure and the risks involved.**
- * **Talk it over with your friends, family and employer. You will need their full support as you go through the surgery and recovery.**
- * **If becoming a living-donor is something you truly want to do, go for it. You will save someone's life.**

MOBILE PBA CHAPTER IS FIRST-TIME GLOW RUN HOST IN 2019

By Katharine Jefcoats
SSPBA Staff Writer
kjefcoats@sspba.org

The Mobile (Ala.) PBA Chapter played host to the Glow Run in September and considered it such a success it will host again in 2020.

Mobile police Lt. Cecil Adkinson is senior vice president of the Mobile PBA Chapter. His wife, Whitney Adkinson, played a huge role in the success of the 2019 event.

"I believe that there were around 180 people signed up and looked to be around 150 that showed up on race day," said Adkinson. "We are going to host again." That race has been set for Sept. 26.

The Southern States Police Benevolent Association's Glow Run: Race for the Fallen raises money for the Police Benevolent Foundation. The foundation supports families of fallen officers who are SSPBA members.

Adkinson said the race has become personal to the Mobile department.

"This race is very important to our city due to us having two fallen officers in the past two years in our area and several more in the past 10 years," he said. "We are going to work hard this year to make the event substantially larger than the last."

Planet Fitness of Mobile was one of several sponsors and gave memberships to the wives of fallen officers.

Adkinson said his wife is already making plans for 2020.

"Thanks mainly goes to my wife, Whitney Adkinson, for organizing this event and the hard work she is putting in to move this event further in future years," he said.

To bring the race to your area, contact Justin Blackburn at jblackburn@sspba.org.

For more information on the event and upcoming races, visit www.raceforthefallen.com.



The Sept. 28, 2019, Glow Run was held at Mobile's Greater Gulf States Fairgrounds.

In just the past 10 years, Mobile Police Department mourned four officers killed in the line of duty

Officer Brandon Sigler was killed June 2, 2009, while serving as a courtesy officer at a west mobile apartment complex where he resided. He was responding to an altercation in the parking lot when he was shot and killed. Officer Sigler succumbed to his injuries, leaving behind a devoted family and fiancé. He served the department's First Precinct for nearly two years.



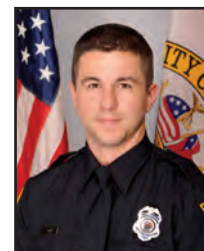
Officer Steven Green was fatally wounded on Feb. 3, 2012, after a robbery suspect stabbed him at the Mobile Metro Jail facility. Officer Green was married with three children and had served the Mobile Police Department's Fifth Precinct for almost two years.



On Tuesday, Feb. 20, 2018, at approximately 9:50 p.m., **Officer Justin Billa** was shot and killed during a homicide investigation at the 2000 block of Avondale Court. The suspect fired multiple shots at officers on the scene and one round struck Officer Billa. Officer Billa was transported to the hospital where he later died. SWAT officers found his killer deceased inside the residence from a self-inflicted gunshot wound. Officer Billa was a veteran of only two years with the Mobile Police Department. He was 27 years old.



Officer Sean Tudor was killed in the line of duty Sunday, Jan. 20, 2019, while investigating leads. He had served with the Mobile Police Department since March 2016 and was named Officer of the Month in July 2017.



CRYSTAL COAST CHAPTER PRESIDENT RIOS HONORED

New Bern (N.C.) Master Police Officer II Jerry Rios has been named the Civitan Officer of the Year.

Rios is the president of the Crystal Coast Chapter of Southern States Police Benevolent Association in New Bern, N.C. The chapter serves Onslow, Carteret, Pamlico, Craven and Jones counties.

Rios is also a senior school resource officer and one of the leaders in the New Bern Police Department's Project Positive Focus, an outreach program for kids ages 13-18.

Rios was born and raised in Texas. He served four years in the U.S. Marine Corps. Rios has been with the New Bern Police Department for 15 years.

He works as a school resource officer for H.J. MacDonald Middle School in New Bern. His goal as SRO is to serve as a positive example for students.

"I enjoy working with middle school kids because I get to show them that police officers are really here to help in the



Rios accepts Officer of the Year award during Civitan Club meeting.

community," said Rios.

Rios worked as a field training officer. He worked as a patrolman for eight years

and as a narcotics detective for two years. His father, who was a police officer for 31 years, served as his role model. Rios and his wife have five children.

HAVE YOU BEEN CALLED TO ACTIVE DUTY?

The Southern States PBA proudly waives your dues as long as you are deployed through the United States military. Please send us a copy of your military orders that show the dates of your service by email, fax or mail.

We appreciate your patriotism and dedication in defense of our country!

**Find out more online.
sspba.org/activeduty**

NCPBA WINSTON-SALEM TRIAD CHAPTER PRESIDENT DAVID ROSE COMPLETES LEADERSHIP TRAINING

(Submitted by NCPBA President Randy Byrd)

North Carolina PBA Winston-Salem Triad Chapter President David Rose completed a prominent leadership program in the Winston-Salem community.

Rose proudly served as a representative of the Winston-Salem Police Department and graduated from the Leadership Winston-Salem program June 6, 2019.

The leadership course began in October 2018 and representatives met one to two days a month through June 2019.

Every month had a theme that was designed to expose participants to a community issue and/or function.

There were a total of 64 people in the course that represented a cross-section of community members and leaders.

The program required each participant to assist with an action learning project.

Action learning brings together a diverse team of “untainted” non-experts to explore a complex problem or potential opportunity through a fresh set of eyes.

IN LEADERSHIP WINSTON-SALEM

* Projects were solicited from non-profit community organizations.

* Teams of class participants focused on both a deliverable and the leadership learning process itself through inquiry, reflection and feedback.

* A team coach worked with each team to ensure that the leadership learning took place along with the work on deliverables.

Rose’s action learning project paired him with seven other participants. In the project, two elementary schools asked them to develop strategies/methods to improve parental involvement in their child’s education.

The Leadership Winston-Salem’s flagship program is designed to ignite community

leaders with a mission of educating, connecting and energizing leaders to serve and improve the community.

Likened to a “community MBA,” participants benefit through active engagement, attending one program day each month and working in action learning teams to address an actual dilemma faced by a local agency.

Training components included informative sessions with community leaders; experiential group activities; relationship building/networking opportunities; opportunities for honoring all aspects of diversity; action learning projects addressing community needs and emphasis on servant leadership.

Rose was born in Fort Oglethorpe, Ga., and was raised in east Tennessee and southwest Virginia.

He is one of seven brothers and has a twin brother. Rose graduated from Kingsport Christian High School in 1989.

While attending high school, he lettered in basketball, baseball, soccer and track.

He credits high school basketball Coach Don Bell as one of the most influential people in his early life.

Rose attended Piedmont International University in Winston-Salem where he met his wife, Nichole.

Rose earned his bachelor’s degree in management and ethics from John Wesley College.

Rose and Nichole have two sons, Tyler and Austin. Tyler is a police officer in Winston-Salem and Austin is in the agriculture business.

Rose began working for the Winston-Salem Police Department in August 1995. He has served as patrol officer, foot patrol officer, robbery detective and homicide detective.

He was promoted to sergeant in October 2006 and promoted to lieutenant in October 2017. In fall 2015, Rose chaired the steering committee that re-established the Winston-Salem Triad Chapter of the NCPBA.

In 2017, he was appointed to the N.C. Criminal Justice Education and Training Standards.



David Rose (r) accepts his certificate upon graduating from Leadership Winston-Salem.

Congratulations!

2019 PBF Scholarship Recipients

Alabama Division

Caitlin Burton
Faith Leverette
Stone Dillon
Sara Blevins

Mississippi Division

Jared DeSalvo
Ransom Dickerson
Amber Clark
Lyndey Greer

Tennessee Division

Morgan McClure
Christopher Rickman
Ashlynn Malone
Mason Crosser

Foundation Scholarships

Macie Hasty
Jacqueline Miller
Ethan Dean
Maggie Henderson
Mason Crosser

Arkansas Division

Whitney Seymour

North Carolina Division

Camden Williams
Trenten Peterson Jr.
Emma Falcon

Virginia Division

Victoria King
Erin Hicks
Patrick Bauserman
Bruce Kendrick
Madelyn Penman

Georgia Division

Asia Cladd
Savannah Leazer
Caleb Gundich
Rachel Flannery

South Carolina Division

Isabella Roper
Sarah Difloure

West Virginia Division

Carrie Jo Rader

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The image shows a chalkboard with the above text. In the foreground, there is a stack of books, with the top one having a red cover. A blue shield-shaped logo with the letters 'PBF' and the text 'POLICE BENEVOLENT FOUNDATION' is overlaid on the books. A yellow chalk stick lies on the surface in front of the books.

TENNESSEE DIVISION PBA PRESIDENT BOHANAN GETS TWO-YEAR APPOINTMENT FROM GOV. LEE

PBA Tennessee Division President Johnny Bohanan has been appointed by Gov. Lee to the Tennessee Consolidated Retirement System Board of Trustees.

The Tennessee Consolidated Retirement System provides lifetime retirement, survivor and disability benefits for state employees/members, and also participating county and municipal governments, and their beneficiaries.

The governor appoints several members from across the state to two-year terms.

Those members serve alongside eight constitutionally-set members including state treasurer, secretary of state, state comptroller, commissioner of Department of Human Resources, commissioner of Finance and

Administration, administrative director of the courts, a state senator (currently Bo Watson) and director of TCRS.

The governor appoints a member to represent the public service segment of the population. Lee chose Bohanan.

"I am humbled and honored by his comments and appointment," said Bohanan.

Lee said that a "thorough, aggressive search for candidates" was conducted



PBA Tennessee Division President Johnny Bohanan (r) is sworn in to his position.

and that Bohanan's "individual characteristics and professional qualifications were exceptional among the number of nominees."

NCPBA PRESIDENT BYRD CONTINUES ON COMMISSION

The North Carolina PBA is proud to announce the reappointment of NC Division President Randy Byrd (r) to the NC Criminal Justice Education and Training Standards Division.

Byrd was sworn in Aug. 16, 2019, at the regular meeting of the Commission. He was reappointed by Speaker of the House Tim Moore for a two-year term.

"Randy Byrd provides an important voice on North Carolina's Criminal Justice Education and Training Standards Commission, applying his dedicated experience in law enforcement to this public service role speaking for the interests of his fellow officers who protect our citizens in the line of duty each day," said Moore.

"I appreciate Randy accepting reappointment to this vital commission that serves North Carolina's law enforcement community and look forward to his continued positive impact on criminal justice issues and the safety of officers across the state," he continued.



The NC Criminal Justice Education and Training Standards Commission establishes minimum employment, training, and retention standards for the state's criminal justice officers.

The Commission also plans for the effective implementation of innovations in the State's system of criminal justice employment, training, and education.

To ensure a consistent level of competency and professionalism among law enforcement officials, the Criminal Justice Standards Division administers

the Commission's mandatory certification and training programs. These programs cover all sworn police officers, correctional officers, probation/parole officers, juvenile justice officers and juvenile court counselors.

The Commission has several committees that serve the full commission. Randy currently serves on the Education and Training Standards Committee.

Randy was born in Rocky Mount, and raised in the mountain community of Burnsville, N.C. by his parents, James and Judy. His dad retired as a high school librarian and his mother as a fourth grade teacher.

His home county of Yancey, has the highest land elevation of any county in North Carolina and is home to Mt. Mitchell, the highest peak east of the Mississippi.

NORTH CAROLINA CANDIDATE SCREENINGS

(Submitted by NCPBA President Randy Byrd)

The Eastern Coastal, Capital, Catawba River and Mecklenburg chapters recently completed candidate interviews in city, county, and town commissioner races throughout North Carolina.

These candidate conferences allow our members to engage the candidates in a formal discussion, not unlike a job interview.

Candidates are asked a series of questions by a screening committee that is relevant to the welfare, recruitment and retention of officers that is so critical to keeping communities safe.

The questions are developed by the members, and the items are graded in a numerical format. The screening committee then makes its recommendation to the appropriate board who makes the final vote for endorsement.

After the candidates receive notification, the chapter goes to work to get the candidates elected. Our chapters provided some comments regarding the process and its importance as follows:

President Brian DiYorio Catawba River Chapter

“The Catawba River Chapter has revitalized for a little over a year now.



Capital Chapter members with Raleigh City Councilman Patrick Buffkin



Catawba River Valley Chapter members with Gastonia Mayor Walker Reid

Vice President Russell Schlick and I helped the Mecklenburg chapter with a legislative candidate screening last year and really enjoyed it.

“So, with local elections coming up this year, we saw an opportunity to have our chapter’s first political screening. These local elections are vital to law enforcement because local elected officials influence more of our day to day operations and influence our salaries.

“We screened candidates seeking election for this in two municipalities. The PBA process for screenings is superb and makes a great impression. It is essential to address law enforcement issues at all levels. If no one is the voice for law enforcement officers, then we can’t expect any change.

“It means a lot to the Catawba River

board to be the voice of law enforcement officers for eight counties.

“Every chapter should hold political screenings to solve law enforcement issues in their area. These meetings allow the PBA to build lasting relationships with elected officials who may one day run for higher office.”

President Chris Wade Mecklenburg Chapter

“Local officials have a big impact on the budget and how employees are treated in regards to their benefits and welfare. The only way elected officials know what we do is through communication which starts with our interview and endorsement process.

“The process begins with a working relationship between members and their elected officials. It’s a great way to address issues and express viewpoints that would otherwise not be heard.”

PAC Chair Andy McFeater Capital Chapter

“Screenings are important to the PBA and its members in that the screenings allow us an opportunity to meet all potential candidates in person. We have the opportunity to interact with candidates and show them who the PBA is and what our values are.

NORTH CAROLINA CANDIDATE SCREENINGS

“It allows us to continue to build relationships with the candidates who we have worked with before. The screenings also allow us to speak with candidates about issues that are important to our membership both locally and statewide. Candidate screenings introduce former and new candidates to the PBA and our members. The screenings also allow us to ask questions that are important to members and our organization and will enable us to build relationships that will lead to these issues being addressed in a manner beneficial to members.”



Huntersville Commissioner Brian Hines with Mecklenburg Chapter members

President Phil Rollinson Eastern Coastal Chapter

“The screenings were an opportunity for us to interact with candidates and present questions important to law enforcement. We were able to interact with the candidates in a professional setting with a structured measurable interview process. Through the interview process we are able to develop and further our relationships with our elected officials. These relationships are paramount to having our voices heard and expressing ‘the needs of our membership.’”



Eastern Coastal Chapter members with Greenville Mayor P.J. Connelly

Hurricane Relief

PBF
POLICE BENEVOLENT FOUNDATION

In 2018
the PBF
helped numerous
families across multiple states
giving more than \$16,000 in
hurricane relief.

For more information about the
foundation please visit | pbfi.org

DIAMOND LAKES CHAPTER OF ARKANSAS PBA MAKING ITS MARK IN BENTON WITH CLEAN-UP

Not everyone in Benton, Ark., has heard of Southern States Police Benevolent Association.

But for a group of Benton police officers, the non-profit organization is a great way to get involved with their community.

SSPBA Inc. was founded in 1987 and began operating in Arkansas in 1996. It is composed of more than 50,000 law enforcement officers employed by federal, state, county and municipal governments.

This professional association, funded by membership dues and citizen contributions, provides legal, disciplinary and other representation to officers who are members, as well as an accidental death benefit to the beneficiaries of members.

The Diamond Lakes Chapter has a roster of about 215 members and is one of several chapters within Arkansas. It is comprised of law enforcement officers and dispatchers within Saline, Garland, Hot Springs and Clark counties.

Every sworn police officer and dispatcher is eligible to become a member of the SSPBA. Currently, about 90 percent of the Benton Police Department belong to the SSPBA.

On July 20, the Diamond Lakes Chapter conducted the group's first community service event within the City of Benton. The chapter has adopted East Street from Sevier Street to Military Road as a stretch they will periodically canvass for trash.

Several members, including patrol Sgt. Jason Moore, attended with their children.

The chapter has plans to become more visible in the communities it represents. Later this year, the Diamond Lakes chapter will be hosting a course in Benton for law enforcement officers dealing with Post-Traumatic Stress Disorder-related issues by teaching ways



(L-R) SRO Sgt. Quinton Jackson, SRO Officer John Spadaro, and patrol Sgt. Jason Moore with his children

to cope with PTSD.

Many officers become SSPBA members because of the legal services, scholarship opportunities and accidental death benefits. SSPBA provides legal services for members at shooting scenes, civil suits and criminal actions, legislative representation and disciplinary representation.

Shooting scenes: PBA provides an attorney to contact the member at the scene of all on-duty shootings or serious injuries arising from their law enforcement duties, going to the scene if necessary.

Civil suits and criminal actions: PBA provides an attorney to protect the member's individual interests if they are named as a defendant in any civil or criminal action arising out of their duties as a law enforcement officer. No cap or limit.

Legislative representation: PBA

maintains a professional staff of lobbyists to help in getting through legislation beneficial to the law enforcement profession.

Disciplinary representation: With approval of the local board, PBA provides staff/attorney representation in cases where the member has been unfairly disciplined as a result of duty-related actions.

PBA by-laws prohibit members from engaging in or condoning any strike by law enforcement officers, electing instead to represent members through aggressive political action.

With such an extensive program for public safety staff and the group's increased involvement in our city, it won't be long before name recognition is no longer an issue.

(This article was written by Brent Davis for the Benton, Ark., news blog, www.bentonproud.com.)

NCPBA WORKS WITH LEGISLATORS ON PROTECTION FOR WHISTLEBLOWER MUNICIPAL OFFICERS

The North Carolina Police Benevolent Association was proud to be on hand May 7, 2019, as HB 348, “Protect City Employees From Retaliation,” passed the House by a 115-1 vote.

HB 348, as originally filed by state Reps. Holly Grange, Debra Conrad, Bobby Hanig and Billy Richardson, offers protection from retaliation for municipal police officers who report corruption.

The original bill went through some modifications before being presented as a Proposed Committee substitute in the Judiciary Committee April 29, 2019.

All of the primary sponsors were present for this meeting and gave compelling reasons for its passage.

The bill passed through the Judiciary Committee and was later given a referral to the Rules Committee by state Rep. Lewis.

After state Reps. Faircloth and Allen McNeill offered amendment language that would protect all municipal employees, the bill was voted out of the Rules Committee to the House floor for a



All of the primary sponsors were present for this meeting and gave compelling reasons for its passage.

full vote.


NCPBA Division President Randy Byrd said the bill’s passage into law is important to protect whistleblowers.

“This piece of legislation is critically important for officers to have the opportunity to report corruption without

fear of retaliation,” said Byrd.

He also expressed appreciation to the legislators for their efforts in bringing the bill this far.

“We want to thank the legislators who worked with us on this bill and we are looking forward to its passage in the Senate,” Byrd said.



More than 200 police suicides occurred in 2019. Suicides remain higher than LOD deaths.

We help protect those behind the badge.

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*BlueHelp.org

NORTH CAROLINA PBA SHOWS APPRECIATION TO LEGISLATORS WITH EXCELLENCE AWARDS

Elected officials express thanks

(Submitted by NCPBA President Randy Byrd)

The North Carolina Police Benevolent Association presented its “Legislative Excellence” award to several legislators for their unwavering support for law enforcement and the values of the PBA.

During this session, these legislators worked on legislation that would increase the penalties for assaulting an officer and failing to move over for emergency lights; enhancing survivor benefits; provide protection for officers when they report corruption; recognize PTSD as a workers compensation issue, and prison reform.

We are proud to call these legislators “friends” and look forward to working with them again.



Sen. Bob Steinberg

“I am grateful to the Police Benevolent Association for their Legislative Excellence Award. This is humbling. I am honored to always do all that I can to support our men and women who put their lives on the line every day to keep us all safe.”



Rep. Tim Moore

“The state House took strong steps on behalf of North Carolina’s law enforcement communities this session and I am humbled by the Police Benevolent Association’s recognition of our commitment to serving the brave officers who protect the people of our state. This General Assembly stands with the men and women who risk their lives in the line of duty and we look forward to continuing to work together to improve public safety in North Carolina on their behalf.”



Rep. Bobby Hanig

"I am humbled to receive such a prestigious award and it is an honor to advocate for the men and women that put their lives on the line for us every day."



Rep. Debra Conrad

"It is an honor to be recognized by the men and women who dedicate their lives to keeping our communities safe. This is the second year I have received the Legislative Excellence Award and have enjoyed working on bills important to the PBA."



Rep. Holly Grange

"As a legislator who supports law enforcement even when facing political pushback, it is greatly appreciated when our work is acknowledged. The Legislative Excellence Award does just that, it's a way of saying thanks, we know you have our back. And I do, and always will."



Rep. David Lewis

"It is a humble honor to have received the Legislative Excellence Award from the PBA. The men and women who serve our communities as police officers are the backbone of our secured freedoms. It is their duty to protect us, which they so faithfully execute, by which we enjoy our way of life. Thank you to all of the members and friends of the North Carolina Police Benevolent Association."



Rep. Billy Richardson

"Being recognized as 'Legislative Excellence' award recipient for a second time is both a tremendous honor and very humbling. It is such an honor because you are the soul of our country. You run to danger to protect us and our communities. You do so knowing you will face danger and knowing others are running away. It is so humbling because it is impossible to even come close to deserving such recognition from such good folks as you. I will endeavor to bring dignity to your officers by proudly displaying this award in my office. May God bless and protect all of you."

Sen. Danny Britt Jr.

"It was an honor to receive the Legislative Excellence Award from the North Carolina Police Benevolent Association. I have enjoyed working closely with the PBA on numerous items of legislation. The work and efforts of the PBA and their legislative arm are critical to what our law enforcement and correctional staff do to keep us safe. I will continue to do what I can to support law enforcement and first responders who keep us safe."

ATTORNEY SPOTLIGHT: TONY FARESE

By Joni Fletcher Cawthon
Director of Legal Services

Criminal defense Anthony L. (Tony) Farese of Ashland, Miss., has been representing PBA members since 1994. Over the years, he has assisted over 150 PBA members, typically in critical incident situations.

Members often request Tony Farese by name when they contact PBA in regard to a shooting or deadly accident they have been involved in. His reputation for his support of law enforcement officers makes him a valuable part of the PBA team in Mississippi.

Mississippi PBA Executive Director Tommy Simpson offered his perspective on Mr. Farese as follows: "I've known Tony Farese for about 20 years on a professional basis through my position with PBA. This gentleman has always been there for our law enforcement members, providing excellent legal representation, regardless of the time of day or night. I've called Tony many times in the middle of the night requesting he provide legal representation to a member or members who have just been involved in a critical incident. Tony has never once refused to respond to such a request and has always responded immediately. In fact, there have been a number of times when I was the one receiving the



Tony Farese

call from Tony to advise me of a shooting incident that had just happened. Tony would call to verify that the officer was a member and that no other attorney had been sent to the incident; we have literally finished our conversation as he was on his way to the scene."

Tommy Simpson added, "Tony has a deep respect for law enforcement officers as well as a passion to help them, and, believe me, the feeling is mutual. He is very well known and highly respected among all law enforcement professionals in northern Mississippi not only because he has provided so many with excellent legal services but also because he truly

cares about them."

Tony Farese graduated from the University of Mississippi in 1983 and received his J.D. degree from the University of Mississippi School of Law in 1985.

His law career has been based in the family firm of Farese, Farese & Farese, and he practices in both state and federal court.

Mr. Farese stated that he has enjoyed his PBA work: "I have had the privilege of serving as a PBA attorney for over 25 years, and I have enjoyed every minute of it. It has been my pleasure to assist law enforcement in their time of need."

He continued, "I am a second-generation criminal defense attorney, and I have practiced law for over 34 years with my family firm. I have always had the utmost respect for law enforcement officers serving our communities, but during the time I have served as a PBA attorney, I have developed an even greater appreciation for the duties they perform. I believe that now is the most difficult time in the history of our country to serve as a law enforcement officer."

It is this devotion to the PBA cause that makes Tony Farese such an integral piece of the PBA legal network.

THREE S. CENTRAL CHAPTER MEMBERS MOVE UP AT LAUREL PD



Cpl. Rodrigus Carr was promoted to sergeant. Carr has 15 years of service and is the narcotics supervisor.



Sgt. Doug Dickerson was promoted to lieutenant. Dickerson has 15 years of service and commands Shift D.



Cpl. Kenny Rogers was promoted to sergeant. Rogers has 14 years of service and is a shift sergeant on patrol.

TROOPER HONORED FOR SAVING REFEREE'S LIFE ON THE FIELD

Mississippi Highway Patrol Master Sgt. David Blackwell was honored by the American Red Cross for saving the life of a fellow referee who collapsed on the field during a football game.

Blackwell, 38, of Dexter, works out of Troop M, headquartered in Brookhaven.

Blackwell was officiating a West Jones vs. George County game alongside friend and fellow official David Bullock when Bullock collapsed on the field in the fourth quarter.

He'd suffered a heart attack and

Blackwell used an AED to save his life.

Blackwell used some of the skills he had learned earlier that week during his participation in the National Association of Underwater Instructors' Public Safety Diving course at the University of Southern Mississippi.

Blackwell oversaw his care until an ambulance arrived to take over.

Blackwell was awarded the Certificate of Merit, a National Lifesaving Award, for his efforts. He is a member of the Mississippi SLEO Chapter.



Blackwell with fiancée Victoria Putfark

MS CHAPTER MEMBERS ADVANCE THROUGH CAREERS



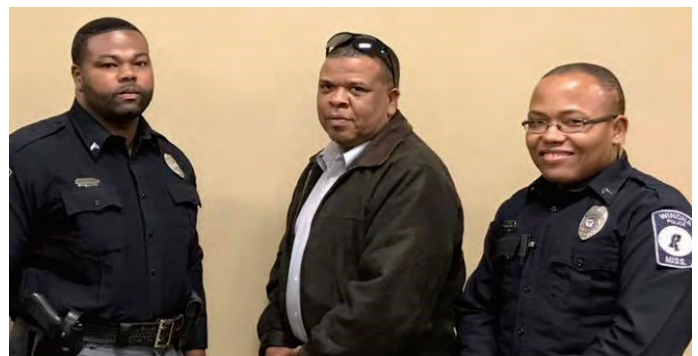
Greg Peleaz, a member of the Gulf Coast Chapter, takes the oath of office during his promotion to lieutenant recently. Peleaz works for the Gulfport Police Department.



East Central Mississippi Chapter member Keith Moody was promoted to sergeant of Criminal Investigations Division. He works for the Meridian Police Department.



Magee police officers Bryan Green, Sean Cooper and Matt Gipson celebrate Green's academy graduation. They are Central Mississippi Chapter members.



Winona police officers Cordaris Gholston (l) and Orlando Bolden (r) were promoted to corporal. The pair are members of the N. Central Mississippi Chapter. With them is Chief Bibbs.

HUNTING DOWN THE TRUTH FROM THE BENCH

By David Kyger
Member, Va. Police Benevolent Association

The morning sun was shining on a sign that read “E & B Taxidermy,” warming the grooved stained plywood siding on a large rectangular building. The air was crisp and cold but there was a promise of an Indian summer afternoon coming later in the day.

Virginia State Game Warden James Flory exited his mud-encrusted state-issued Chevrolet Blazer, instinctively looked around and stretched. He had been riding for a long time. His day began the night before up on Cow Knob Road chasing some poachers who outran him first on foot and then in their pickup truck. All he had was a description of the vehicle and that one of the boys had bright red, shoulder-length hair.

The chase flew three miles down Cow Knob Road following the Virginia/West Virginia line through many ruts and mud holes.

Those boys could drive, that was for sure. When Flory reached the state-maintained Crider’s Road, skid marks in the red clay showed they fish-tailed, made a left and went down the Camp Run Road into West Virginia.

He wasn’t going to chase them down a steep mountain road and have someone unlucky enough to be coming up the road killed in a head-on crash.

Pendleton County told him over the radio that they had no one in position to try to cut the fleeing truck off on the two-lane highway through Sweedlin Valley at the bottom of the mountain.

Those boys wouldn’t be so lucky every time, and they now knew he was up there watching.



Once he parked the Blazer at the taxidermy shop, Flory reached in the cardboard box on the backseat and brought out a legal pad and a heavy gauge trash bag. He checked to make sure his pen was in his pocket, adjusted his tie and put on his baseball style hat. At least they no longer made him wear the silly Smokey Bear hat that he despised.

A little bell attached to the shop door announced his presence. Evan Haney came out of the back to meet him.

“What you got for me, Evan?” asked Flory.

“Your eyes look like two (expletive omitted) holes in a snow bank!” Haney said.

“Yeah, I been up for darn near two days straight. You know how it gets this time of year and I ain’t as young as I used to be. I almost caught those guys up on Cow Knob

last night but they gave me the slip. It’s hard working the state line but I got a description of the vehicle and one of the guys. You know anybody with bright red hair about shoulder length who drives a little white Dodge Dakota pickup? West Virginia tags?”

Haney said he didn’t and motioned for Flory to follow him. They went back into his workshop. It was a rough-poured cement floor with piles of smelly pieces of leather and skins stacked here and there. Three full-size chest freezers lined the back wall and the whole place carried a yellowish glow from naked 60-watt light bulbs hanging from the ceiling.

Above a big table on the right side of the room hung a fluorescent light. A fresh head of a very large white-tailed buck lay on the table in the process of being caped out. The rack was tall, heavy and wide.

“I was skinning this one out for the oldest Skaggs boy who lives down in Sundance off of Runion’s Creek. Take a look at the forehead. It was checked in as a bow kill.”

Flory could see a tiny black hole in the skull an inch and a half above the eyes. No doubt a .22 or maybe one of those new .17 HMRs had punched through the skull.

“Well, I expect a broad-head was used to make it look good but there’s no doubt in my mind this deer was dead when the arrow hit him,” said Flory. “(Expletive omitted) shame, too, because that’s one of the best racks I’ve seen in a while. Looks like it’ll be a 12-pointer and will score really high in the big game show. I’ve never had any trouble out of those Skaggs boys before. Their daddy is a good man and works down at VDOT. He’s gonna really be (expletive omitted) when I charge his boy.”

“You want to cut into the skull and get

the bullet?” Haney asked.

“Yeah. We better get the bullet and I’ll just take some pictures of it and seize everything as evidence. That head is pretty ripe already and I don’t have room to store all that at my place for evidence. Can you get the meat off it for me? It’s pretty clear cut, I’d say,” said Flory. “Besides, Kenny Skaggs will tell me the truth when I lean on him a little. He’s basically a good boy. I’ll get his daddy to make the boy ‘fess up.”

“Well, Jimmy, I can just treat it as a European mount for you and I’m sure you gonna have to have me come testify about finding it,” Haney said. The taxidermist was referring to a popular method of stripping the hide and flesh from the animal’s head. The remaining bone is then bleached white before being mounted as a trophy.

“Evan, that would be really great if you can keep it locked up separate and testify what all you did. I’ll document everything with the camera. That sure would help me out.”

Haney went to work and finished skinning out the deer head, retrieving a .22-caliber bullet that was mostly intact. The head did stink. It was October and it had been warm. Spreading the cape out hair down on the table, Flory took several pictures of the bullet hole in the hide. He then took several more photos of the head, and put the cape and the horns into the large trash bag Flory held open for him. Flory put wide bright yellow tape around the bag and wrote the case number and name on the tape.

“You want a cup of coffee or something?” Evan asked and Flory turned him down.

“I’ll be home in half an hour and I’m gonna crash for a while. I really need some sleep,” said Flory. “I’ll go talk to the Skaggs kid tonight when I mark on if they don’t have one of their hellish emergencies going on from headquarters that they always seem to have this time of year. That’s part of the problem all the time. We don’t have any help and half the state to cover. The (expletive omitted) know that and that’s why they’re so prone to run. We don’t have time to follow up

on anything.”

Flory woke up at 3:30 p.m. when his kids came in from school and slammed the screen door.

His son and daughter began fighting over the last chicken leg in the refrigerator. He staggered to the bathroom, threw some water over his face and walked out to see them. They were still fighting.

He snapped at them, “You all fight nice! Ain’t it enough that you woke me up?”

The kids took off to the living room and cut on the TV. His daughter came back into the kitchen as he filled the coffee pot with water.

She smiled at him and gave him a little hug. At 4:30 p.m. when his wife got home, he was dressed and ready for work. She was in a bad mood and tired. Flory wisely gave her a pat on the behind and retreated to his cruiser with a large thermos of coffee.

He headed over to the taxidermy shop to pick up the deer head. Flory had decided to show it to the Skaggs boys.

The VDOT shop on Runion’s Creek Road was in the process of closing for the day when he got there. He decided to talk to

Teddy Skaggs about his boy.

The game wardens and other state cops got their fuel at the VDOT pumps and most of the service on their vehicles done there so Flory knew he could talk to Teddy without embarrassing him. Teddy worked on Flory’s car all the time and was a good mechanic.

When Flory told him what he had found at the taxidermy shop, Teddy’s face got red and he walked to the sink and started scrubbing his oil- and grease- stained hands with gritty soap and hot water.

“I just can’t believe Kenny would have done something like that, Mr. Flory. But I guarantee you one thing, we’ll find out!”

When the school bus stopped in front of the Skaggs’ double-wide, Kenny Skaggs and his two younger brothers stepped down off the steep steps. Their father and the game warden were waiting for them in the front yard.

“Jeff and Clyde, you all go on in the house. Kenny, you come here,” Teddy Skaggs said.

(See TRUTH page 60)



Truth

(Continued from page 59)

Kenny walked up to the two men and slid his book bag off on the ground.

"You got any idea why Mr. Flory is here, son?"

The boy was visibly nervous and answered, "Well, no, sir, unless it has something to do with that buck I killed."

"You want to tell me why he would be interested in that big buck?" Teddy Skaggs blurted out at his son, his face getting red.

"Because I can't think of no other reason he would be here," the boy said, defensively. "And I don't know why he'd be here for that."

Flory was studying the boy's face during the exchange and he spoke up, "Kenny, you turned 18 last August and that makes you an adult as far as the law is concerned. I want you to know you are not under arrest but I have some questions I need to ask you. That big buck you killed was a beauty. Where did you kill it?"

"I killed it right up behind Squirrel Hensley's apple orchard. Squirrel gave me written permission to hunt there and I swear I never used no bait or salt or nothing. I didn't have to. There ain't no acorns anywhere and them deer come in every evening for those apples falling off of Squirrel's trees. You can go look if you want to," the boy said, growing agitated. "I ain't no corn pile bait hunter."

"Kenny, I have a question to ask you," said Flory. "Anybody would be proud to kill a buck like that one you checked in and took to Mr. Haney to get it mounted. It's one of the best ones I've seen in a long time. You want to tell me the whole story of how you killed that buck?"

Teddy Skaggs grabbed his son's arm. Flory could see the panic in the boy's

face as his father's strong hands squeezed his bicep. "You tell the man the truth, son. Tell him the truth."

"I didn't raise you to lie to the law."

The boy was shaken and had the beginnings of tears in his eyes but he was obviously angry.

"I didn't do nothin' wrong," he said. "I been watching that buck since last summer. I laid for him every evening soon as I got home from school. Two times he come off the ridge and hit the apples but was too far off to shoot. I didn't want to wound a buck like that and have him run off somewhere and die."

"A (expletive omitted) doe winded me another evening right when he was walking towards me and run him off," the boy continued. "I climbed up in another tree downwind of my tree stand and he walked in, a-lookin' up at my tree stand and I shot him through both lungs. He run about 75 yards down through the briars back of Squirrel's old shack and fell down."

"I seen him kick a few times and then he laid still. I waited for about 20 minutes and went down and gutted him. Squirrel come up and helped me drag him down to his truck and we brought him home and that's the truth."

The story was believable. Flory thought he had seldom seen a better liar. "Let me show you something," he said as he turned and walked to the back of his Blazer.

Opening the black plastic trash bag, he pulled out the hide, laid it over the hood of the truck and pointed to the bullet hole between the eyes of the deer.

"You don't know nothin' about this bullet hole between the eyes of this deer?"

Kenny Skaggs examined the bullet hole and looked at his father.

"I never shot that deer, Daddy. I never shot that deer." The boy was clearly shaken with tears in his eyes and his father's

face grew redder. "Does this mean I can't keep it?"

Flory turned to the boy and said, "It's evidence right now and it'll have to stay with me. If you're found guilty, which you will be, the judge will probably order it destroyed, particularly if you keep on lying about it."

Teddy Skaggs had heard enough.

"I don't believe my boy done that!" he said. "How you know somebody else didn't already shoot that deer? How you know somebody didn't do that at the taxidermist shop? I think it's time for you to go, Mr. Flory. Get the (expletive omitted) off my property."

"I got a job to do, Teddy. I understand you're upset with your boy and the whole situation but I got a job to do and I'll be back with a warrant for him," Flory said.

"Don't you come back here to my house. You call me and I'll bring him down to the magistrate's office for you to arrest him," said Teddy Skaggs. "I don't know how that (expletive omitted) hole got in that deer's head but if Kenny says he never done it then that's so. My boy don't lie. I raised him that way."

"Well, I can understand standing up for your boy but facts are facts and I'm sorry you feel that way, Teddy. We been friends a long time, don't forget that fact," Flory said. "I'll call you later this evening if that's the way you want to do it."

Flory climbed into his Blazer and backed out into Runion's Creek Road. He rolled down his window and said, "You don't show up at the magistrate's office when I call you, I will be back up here!"

"You're really a tough (expletive omitted), ain't you, Mr. Big Game Warden? Now git," Teddy Skaggs said.

Flory rolled up his window and headed toward Brocks Gap. Teddy Skaggs turned, looked at his son and muttered, "Don't worry about it, boy. All you can do is tell the truth in this world."

"You was awful aggressive with him, Daddy," Kenny said.

"I didn't spend two tours in Vietnam to put up with a (expletive omitted) like

him. You get in the house and finish your homework. Kenny, look me in the eye and tell me you ain't lying."

The boy stared his daddy in the eyes and said, "I swear to you, I ain't lying." He didn't blink but there was a tear in the corner of his blue, Scotch-Irish eyes.

"That's good enough for me but it don't look good. I'll admit that. And Jim Flory is a good man. You are right. I shouldn't have been so nasty to him because it don't look good."

The docket was loaded in Cambridge County District Court. Judge Kenneth Crawford worked his way through all the tickets three state troopers had written in the past month and the court was still crowded. The morning dragged into lunch and at 1 p.m., Flory went into the court with a thick briefcase full of files.

He had caught the boys in the pick-up truck on Cow Knob two evenings after the chase and got a confession out of the red-haired boy from Oak Flats.

The judge slammed them and gave the boys suspended jail time along with hefty fines. Teddy Skaggs and his son took note of it. The boy whispered to his dad, "I'm scared, Daddy."

"If you didn't do it, son, just tell the truth and answer their questions. God will take care of the rest."

Crawford called out, "Kenneth Skaggs," and the young man got up on shaky knees and walked up front. His father walked with him. The judge looked at Teddy Skaggs and asked, "This your boy, Teddy?"

"Yes, sir. It is."

"Mr. Skaggs, your son is a man now and needs to stand up here on his own so I have to ask you to please have a seat on the front row there," Judge Crawford said, gesturing toward the front row of benches.

"Kenneth Skaggs, you're charged with the illegal taking of a deer. How do you

plead?" the judge asked.

Kenny looked at his father who nodded at him.

"I ain't guilty, Your Honor."

"Do you think you need a lawyer? These are some serious charges the game warden has brought against you."

"Me and Dad thought about that but we decided to just come here and tell the truth and put it in God's hands," the boy said.

The boy was so sincere that the corner of the judge's mouth flickered up in the start of a smile for a brief second.

"Okay, Game Warden Flory, you're under oath. Tell me what this is all about," the judge said as he leaned back in his chair and stuck the eraser end of his pen in the corner of his mouth.

Flory showed him the deer hide with the bullet hole and the deer's head and the deer's rack. The judge leaned over the bench and took the items in his hand examining the bullet hole.

Flory had the taxidermist there to identify the evidence and tell how he had found it as he was skinning out the magnificent buck's head.

"Even with all this, Your Honor, the boy swore he didn't do it. He won't own up to it."

"OK, what can you tell me about this deer, son?"

"Yes, sir. I shot that deer with my bow up at Squirrel Hensley's apple orchard. I'd been watching that buck for a long time. I swear I never shot it with no 22-rifle. I done it right and Squirrel Hensley is here to testify, too, if'n you want to hear what he has to say."

Crawford nodded to the bailiff who officiously said in a strong voice, "Squirrel Hensley, come forward."

Squirrel Hensley slid out of one of the benches in the rear and limped forward in his worn-out coveralls and flannel shirt. The bailiff guided him to the front between the game warden and the Skaggs boy.

"Mr. Hensley, please state your name for the court," the judge said."

"My name is Squirrel Hensley, Judge."

There were giggles in the courtroom.

"Well, Mr. Hensley, do you have a Christian name we can note?" the judge asked.

"Yes, sir, my name is Lycurgas," Hensley said.

"Is that a family name?" said the judge. "I've never heard that name before."

"I ain't sure, judge," the old man said. "We had 21 children in my family and I always reckoned my mama may have just run out of names when she got to me. I was her youngest and that's how come I got the home place."

"Mr. Hensley, what can you tell me about this case?" Crawford asked. "First, raise your right hand. Do you swear to tell the truth, so help you God?"

Squirrel Hensley said he would and then looked at his hands.

"Your Honor, I never met a better boy than Kenny Skaggs. Him and his daddy look after me since I ain't got nobody else. I don't know what I'd do without them. They help me plant my garden and plow my taters. They's the only people I let hunt on my place.

"The evening Kenny killed this deer I seen him go up to his stand and I seen this buck a lot of times back of the house. Kenny come down to the house real excited and told me he done shot that big feller so I went and helped him get him gutted. I never heard no shot that evening. Of course, I was watching television and I turn up the volume to hear sometimes.

"Did you have any idea this buck had been shot?" the judge asked.

"No, sir, judge. I don't believe he did shoot it but when I was a young man I would have shot him. We eat a lot of deer meat when I was a kid." The judge leaned back (See TRUTH page 62)

Truth

(Continued from page 61)

further in his chair and twirled the ink pen in the corner of his mouth, thought for a long while. He looked Kenny Skaggs directly in the eye for a long moment. The boy returned his gaze.

The judge leaned forward suddenly and said, "Well, I believe you, son. Case dismissed."

Flory strode back to the prosecutor's table and out of frustration threw his metal ticket box in the middle of the oak table making a loud clatter.

In surprised reaction to the loud noise and obvious defiance to the judge's decision the sheriff's bailiff stepped

toward Flory but the judge stood and loudly said, "The court will be in recess for 10 minutes. Mr. Flory, I'd like to see you in my chambers."

"Well, I'd like to see you in your chambers, too, Your Honor," Flory said heatedly.

The bailiff started following him to the door behind the judge's bench but the judge waved him off. The judge strode

into his chambers and Flory was right behind him.

Teddy Skaggs and his son left out the front with Squirrel Hensley in tow.

Flory defiantly stood, still angry.

"Calm down and have a seat. I understand why you are (expletive omitted)."

Reluctantly, Flory sat down. "I understand that I put my (expletive omitted) on the line working myself to death for three months during the hunting season and every once in a while I have a case that is clear as a bell

wounded and there was a GI lying on his belly in a ditch along the road. He had a bullet hole right between the eyes and no visible signs of life. I figured I couldn't do a (expletive omitted) thing for him so I jumped back on the truck.

"We were coming back about an hour later with a full load of wounded and there was that soldier standing up beside the road waving for us to stop.

"As far as I know he's still alive and living somewhere in Texas. With that experience and the boy testifying so

convincingly I couldn't convict him."

The judge leaned back in his chair and put his feet up on his desk and waited for Flory's response. Flory folded his arms and looked the judge in the eye. "Well, I was in the sand box six years ago and saw about every kind of wound dealt out and I never saw one

single body with a hole between the eyes that did more than (expletive omitted) in his pants and die. But if you saw what you saw, Judge, I understand."

The judge and the game warden shook hands.

"Keep bringing me good cases but don't you ever throw your ticket box on my table in my court or you will spend a couple of days in jail for contempt. Fair enough?" "Fair enough!"



and all of a sudden, it's dismissed for no apparent reason? Please excuse me, Your Honor, but that didn't make a (expletive omitted) bit of sense," Flory said.

"I can appreciate that, Jim. But listen to me a minute. Not many people know I was a medic in Vietnam. Spent two years of my life in that senseless fiasco.

"One day, at the start of the Tet Offensive, we were on a truck headed out to pick up

WEST CENTRAL GEORGIA PBA MEMBERS HOLD SUCCESSFUL 2019 EASTER EVENT IN COLUMBUS

By Freeman Johnson
Secretary of West Central Ga. Chapter

West Central Georgia Chapter of Police Benevolent Association supported the Fifth Annual Muscogee County Sheriff's Office Easter Egg Roll for Project Lifesaver April 20, 2019, at Lakebottom Park in Columbus.

The four-hour event was open to the young and young-at-heart living in the tri-community areas of Columbus, Phenix City and Fort Benning.

Children participated in the main event -- egg roll -- and other activities, displays and rides. Deputies and officers from MSCO volunteered their time to support this event and to make it safe for attendees.

PBA's West Central Georgia Chapter board members -- President Joyce Dent-Fitzpatrick, senior Vice President Larry Parker, grievance chairman Shannon Zeisloft and secretary Freeman Johnson



Muscogee County Sheriff Donna Tomkins (l) and West Central Georgia PBA President Joyce Dent-Fitzpatrick

-- passed out 40 membership applications to deputies and jail officers who were undecided in selecting their legal plan. Nevertheless, Southern States Police Benevolent Association is the best. Also, SSPBA materials such as pens, booklets and wrist bands with the SSPBA logo were passed out.



The Easter bunny, Coyote the cougar and the Chick-Fil-A cow thrill youngsters at the annual egg roll in April 2019.

Finally, Easter candy was distributed to children and adults to fill their buckets along with the eggs they collected for the day.

Building a gateway through community partnerships and community policing is vital for cities, states and the nation.

WARRIOR

By Stephanie Hubbard
South Eastern Chapter Member, NCPBA

We defend the rights
And the lives of the people
We do not judge
We make sure all are treated equal
We work when no one else will
We work way more than we should
Some do it for the thrill
Some just to say that they could
For ourselves
For all mankind
For our brothers and sisters
Ahead and behind
We aim to serve
We live to protect

Our job is more real
Than one can expect
We are the sheep dogs
Who battle the wolves
We are heroes shaped
From the same mold
We are strong, fierce, and
Quick on our feet
We are a dark shadow
Some don't want to meet
Without us, chaos, too many lives lost
Our lives come and go at such great cost
Our families left alone for the long ride
Reaching this goal
Comes with huge strides

Most don't understand
The lives that we lead
Adrenaline and goodwill
Are on what we feed
We leave our homes not knowing
If we'll return
And on the darkest days,
Our fallen we mourn
Struggle and fight,
We give it our all
This is not just for fun,
This is our call
To serve and protect,
We give our lives
And that, my friends, is the greatest
sacrifice.

DIGITAL DETOX



If you're vacationing to a remote location or simply steering clear of your inbox for a weekend, you might have thought about grabbing a magazine or three. Studies have shown that readers both retain information and recognize branding through printed material much more than through digital media. Plus, you never have to worry about forgetting a power cord.

Cummings Printing is a third-generation family-owned company specializing in printing high-quality, short-run publications. At each phase of the print process, we provide a human-touch that is unmatched by the competition. Let us help you create a publication your readers can escape with.

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3 REASONS WHY YOU SHOULD JOIN THE SSPBA



1. THE LEGAL REPRESENTATION WE OFFER OUR MEMBERS IS THE BEST IN THE BUSINESS!

The PBA provides an attorney to contact you regarding on-duty shootings or serious injuries arising from your law enforcement duties, going to the scene if necessary. The PBA provides an attorney to protect your individual interests if you are named as defendant in any civil or criminal action arising out of your duties as a law enforcement officer. NO CAP or LIMIT. Other organizations say they can match our legal benefits, but in the end, the PBA stands alone on this one.

2. THE PBA TAKES A STAND ON LEGISLATIVE MATTERS THAT AFFECT OUR MEMBERS!

The PBA maintains a professional staff of lobbyists to aid in obtaining legislation beneficial to the law enforcement profession. If there is critical legislation out there that will affect your job as a law enforcement professional, the PBA is ready to take action and let your voice be heard.

3. THE PBA PROVIDES YOUR LOVED ONES WITH THE SECURITY OF ONE OF THE BEST ACCIDENTAL DEATH BENEFIT PLANS IN THE INDUSTRY IN THE EVENT YOU ARE LOST IN THE LINE OF DUTY.

We believe that our accidental death benefit is the most generous of any such plan in our service area. Your beneficiary will receive: (1) your base salary for one year if you are killed in the performance of your law enforcement duties (maximum payment: \$70,000), or (2) \$10,000 if an accidental, non-occupational death, or to retired and reserve members, in accordance with the terms and limitations of our insurance policy which underwrites the benefit.

*A full description of these benefits and all others that come with a PBA membership can be found by visiting www.sspba.org.



NATIONAL RIFLE ASSOCIATION

Police officers carry firearms every day to protect and serve those who cannot protect themselves. NRA supports the people who face extraordinary circumstances and act with courage, honor, and self-sacrifice to keep our communities safe.



SHOULDER TO SHOULDER WITH LAW ENFORCEMENT