



LAW ENFORCEMENT



The Path to Success

**Career Development Program
Helps Officers and Dispatchers
Achieve Their Goals**

PAGE 24

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ON THE COVER: The Kentucky Law Enforcement Council's Career Development Program serves as a road map to help law enforcement and public safety dispatchers capitalize on career goals and opportunities. The program offers several career tracks ranging from basic courses to upper management.



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PUBLIC SAFETY DEMANDS EFFORTS TO IMPROVE INMATE REENTRY

In the field of public safety, prevention offers some of the most far-reaching and meaningful benefits: Safer communities, lower corrections costs and less strain on the law enforcement professionals who provide our front-line defense.

So with roughly 18,000 convicted felons returning to Kentucky communities each year, it's paramount that our state's policy leaders seize every opportunity to prevent recidivism and prepare felons for successful reentry. That reduces crime, cuts costs and decreases the risk of further victimization.



No one understands the dangers and frustrations of recidivism more than the men and women of law enforcement, who face down the threat of repeat offenders on a regular basis. But those on the front lines have reasons to be optimistic.

Over the past year, the Bevin administration and lawmakers, along with business and faith leaders, have joined together with an unprecedented focus on reentry.

In April, Gov. Matt Bevin signed Senate Bill 120, evidence-based reforms that will improve public safety by helping reduce recidivism and strengthen

reentry for those with a criminal record. More than anything, this measure will knock down barriers to steady employment, the lack of which too often drives offenders back into the criminal justice system.

It's no surprise that in the end, the reform garnered support from the Kentucky State Police, Kentucky Sheriffs' Association, Kentucky Fraternal Order of Police and Kentucky Association of Chiefs of Police, along with numerous faith, business and victims' groups.

Let's look at just two provisions in the bill: One section removes automatic bans for felons seeking professional licenses, giving occupational boards discretion to determine whether a crime should prohibit licensure. Another section establishes a mechanism for private industry to operate inside prisons. That gives inmates an opportunity to learn real-life job skills while also paying restitution and child support.

Both are common-sense reforms. And they are necessary because public safety demands robust attention to how these offenders will provide for themselves – and their families – when they leave prison. Studies show steady employment is one of the most crucial factors in whether a former inmate will return to a life of crime.

Consider a 2008 study from the Safer Foundation, a national not-for-profit organization that provides reentry services to the incarcerated. Their research showed one year of employment decreased the three-year recidivism rate to 16 percent, far lower than the 52-percent rate for all released inmates.

With that in mind, the reforms in Senate Bill 120 not only support inmates during their transition back, but also establish higher expectations and demand that those leaving prison take personal responsibility to find jobs and get back to work.

That benefits families who depend on a felon as a breadwinner. It benefits employers who need skilled labor. It benefits our courts and prisons by reducing our criminal populations. It also benefits law enforcement – if we can help these offenders find good jobs, you will likely never have to deal with them again. 🐾



BY JOHN C. TILLEY
SECRETARY, JUSTICE AND
PUBLIC SAFETY CABINET

ALLAN SWART / IZ3RF.COM

OUR BLUE FAMILY'S LOSS

It is with great sorrow we recognize the loss of Louisville Metro Police Officer Nick Rodman, who died in the line of duty March 29. Rodman's loss was Kentucky's first line of duty death in 2017, and we continually pray it is the last.

Nick entered the LMPD training academy in February 2013, following the footsteps of his father, George, and his brother, Andy. He faithfully served the first division with honor and commitment.

In our profession, service is 99 percent of what we do. Nick understood this. At his funeral, we heard examples of how he went the extra mile to help others. Nick died protecting our commonwealth – the other 1 percent of what we do in law enforcement and the most important. I was moved by Nick's father who said recently he knew his son died doing what he loved.

Loving husband to Ashley and devoted father to Mason and Ellie, those who knew Nick best will remember him as an ardent and faithful family man. Nick was a success by all measures, and the commonwealth mourns this hero. We express our condolences to his family for their sacrifice to this great state.

As we move forward in sorrow, I ask that we all rededicate our efforts to keep the names of our blue family off the Kentucky Law Enforcement Memorial monument wall, and dedicate ourselves to the same professionalism that defined Nick.

At a recent DOCJT Basic Training Academy graduation, I noticed a baby wearing a shirt that said, "I have your 6, Dad." This inspired us to refocus on the six critical areas that will increase officer safety. With that in mind, DOCJT is developing a campaign called *Check Your 6*.

This campaign is designed around the concept that of all responsibilities officers have to keep in mind each day on the job, the most important is to take care of themselves. There are daily tragedies that are impossible to predict by even the most seasoned officers. But it is our hope that each day, everyone who puts on a uniform will consider the importance of the following six factors.

VEST

It is uncomfortable. It is hot. But it also could keep the bad guy from winning when shots are fired. Wear your vest every day for your family, your partner and yourself!

SEAT BELT

Seat belts can be bothersome when you involve a duty

belt and are trying to exit your cruiser quickly. But a small amount of trouble is outweighed by learning quick tactics to exit easily.

SLOW DOWN

Speed often is a contributor to fatal law enforcement accidents. Be mindful of the speedometer and remember you can't help anyone if you don't get to them safely.

AWARENESS

Situational awareness is critical to safety. Always be aware of your surroundings, and have a tactical plan. When engaged with a suspect, remember distance and cover are critical to your safety.



FITNESS

Maintain your physical fitness, and be mindful of what you put into your body. Mental fitness is equally as important. Stay sharp, and when you need help, ask.

RESPECT

Treat everyone with respect. You will encounter plenty of people who don't deserve it. Respect them anyway. It is about who you are, not them. Respect is the foundation of our profession. 🐾



BY MARK FILBURN
COMMISSIONER, DEPARTMENT OF
CRIMINAL JUSTICE TRAINING

IMMIGRATION ENFORCEMENT: THE NEXT BIG POLICING CONTROVERSY?

In recent years, several states and cities have passed laws and restrictive ordinances to control undocumented immigration. More recently, the federal government has become more aggressive in immigration enforcement and the detention of undocumented people. Regardless of one's position on immigration enforcement, local police often are placed in the middle when making decisions about enforcement practices. For example, when Arizona passed its restrictive law requiring police officers to check suspects' legal immigrant status, many agencies opposed the measure on the grounds that it would prevent people from cooperating with police.

Most cities have taken two different routes to immigration-enforcement policy. Some have cooperated with the federal government aggressively, assisting with the identification and eventual deportation of immigrants, while other cities, such as San Francisco, have adopted "sanctuary practices," preventing police from questioning immigrants about their residency status unless they were charged with a serious crime. Additionally, a number of cities, while initially taking one route, have changed direction. This has resulted in inconsistent practices by police departments across the country and even within individual states. Regardless of what position a local law enforcement agency takes on immigration enforcement, it is certain to alienate some segment of the community, resulting in public-relation problems.

A significant part of the problem law enforcement experience over immigration enforcement begins with misunderstandings and mischaracterizations of undocumented people. Contrary to popular belief, women make up a substantial share, more than 40 percent of all adult undocumented immigrants — about 3.2 million people. About 1.6 million children under the age of 18 are undocumented immigrants and about 3 million children with undocumented parents are United States

citizens. Virtually all undocumented men work, many in the gray economy. By their very status, undocumented immigrants are a vulnerable population and can become easy prey to criminal victimization because fear of deportation often makes them reluctant to report crimes committed against them.

Although some politicians claim undocumented immigrants are involved in a substantial amount of serious crime, research shows otherwise. For example, studies in San Diego and El Paso show undocumented immigrants account for a small percentage of all serious crime. Estimates indicate that Mexican men have an incarceration rate of less than 1 percent, which is much lower than the 5.9 percent rate of U.S. born males of Mexican descent. Generally, native-born men have an incarceration rate 10 times higher than that of foreign-born men.

Large urban areas with significant numbers of undocumented people have lower homicide rates when compared to cities without substantial undocumented populations. Some research even shows the presence of significant numbers of undocumented people in a community actually suppresses crime rates.

Regardless of lack of an immigrant-crime nexus and the clear vulnerability of undocumented people, stepped-up federal-immigration-enforcement action has a negative impact on both local law enforcement and immigrant populations. Media coverage of round-ups, raids, sweeps and deportations by federal law enforcement, whether or not assisted by local law enforcement, drives a wedge between local police and immigrant communities. A roundtable of police executives found these tactics are foremost in immigrants' minds when they encounter local law enforcement.

Media coverage of immigration enforcement is likely to expand in coming years. It therefore seems prudent for local law enforcement executives to begin thinking of ways in which they can delineate their practices from that of federal authorities and to better communicate with the media, immigrant communities and the general public about their position and role in immigration enforcement. 🇺🇸



BY VICTOR E. KAPPELER
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CDP CERTIFICATES

The Kentucky Law Enforcement Council's Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 17 professional certificates. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The KLEC congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

Intermediate Law Enforcement Officer

Ashland Police Department
William Bailey

Bowling Green Police Department
Philmon Carpenter
Andre Creek
Sean Johnson
Jennie McShane
Roy Rodgers II
Kyle Scharlow
Larry Zuniga

Covington Police Department
Joshua M. Craig
Megan K. McNamara
Paul G. Purvis

Fayette County Schools Police Department
Marty F. Parks

Hazard Police Department
Don J. Duff

Independence Police Department
Jeffery Young

Jefferson County Sheriff's Office
Allan G. Calvin

Jeffersontown Police Department
Paul Hieb

Louisville Metro Police Department
Kimberly D. Burbrink

Louisville Regional Airport Police Department

Joshua A. Ball

Paris Police Department

Shaun R. Moore
Myron L. Thomas
David R. Thompson

Pulaski County Sheriff's Office
Jonathan C. Williams

Radcliff Police Department
Brandon T. Jones

Advanced Law Enforcement Officer

Alexandria Police Department
John M. Branham

Bowling Green Police Department
Michael Amos
Kyle Scharlow

Covington Police Department
Megan K. McNamara
Brandon M. McNeese

Franklin Police Department
Monta D. Cherry
Kelly W. Mayfield

Glasgow Police Department
Tammy R. Britt

Harlan County Sheriff's Office
Robert M. Cope

Hazard Police Department
Don J. Duff

Hopkinsville Police Department
Thomas J. Hoffman Jr.

Jefferson County Sheriff's Office
Allan G. Calvin

LaGrange Police Department
William F. Conway

London Police Department
James M. Holliday

Louisville Metro Police Department
Kimberly D. Burbrink

Paris Police Department
Tony E. Asbury Jr.

Pikeville Police Department
Charles R. Blankenship

Law Enforcement Supervisor
Audubon Park Police Department
John M. Locke

Hazard Police Department
Don J. Duff

Kentucky Department of Fish and Wildlife Resources
James E. Heady

Law Enforcement Manager
Berea Police Department
Lee Ann Boyle

Hazard Police Department
Don J. Duff

Pikeville Police Department
Wesley A. Thompson

Somerset Police Department
William E. Hunt

Law Enforcement Executive
Harlan County Sheriff's Office
Robert M. Cope

Somerset Police Department
William E. Hunt

Law Enforcement Officer Investigator

Jeffersontown Police Department
Chris R. Morris

Paris Police Department
David R. Thompson

Western Kentucky University Police Department
Anthony R. Honeycutt

Law Enforcement Traffic Officer
Radcliff Police Department
Jeremy J. Davis

Intermediate Public Safety Dispatcher

Bowling Green Police Department
Amelia L. Bowen

Carrollton Police Department
Gregory T. Beck

Advanced Public Safety Dispatcher
Bowling Green Police Department
Amelia L. Bowen

Carrollton Police Department
Gregory T. Beck

Public Safety Dispatch Supervisor
Bowling Green Police Department
Amelia L. Bowen

Georgetown Police Department
Jennifer M. Murphy

Communications Training Officer
Bluegrass 911 Central Communications
Leora J. Combs

Bowling Green Police Department
Amelia L. Bowen

Crime-Scene Technician
Bowling Green Police Department
Michael Jonker

DOCJT Seeks Input Through Client Survey

The Department of Criminal Justice Training would like your opinion on the programs and services it provides to Kentucky's law enforcement personnel. Beginning in June, you can use the provided link to participate in the 2017 DOCJT Client Survey. Your time and input is greatly appreciated and will be used to update existing

training programs, as well as assist in making determinations about new programs to be offered. Thank you in advance. We look forward to hearing from you.

To access the 2017 DOCJT Client Survey, visit <https://www.surveymonkey.com/r/DOCJT2017clientsurvey> or scan this QR code with your smart device.





OPEN-DOOR POLICY

KENTUCKY AGENCIES USE ANGEL INITIATIVE TO FIGHT ADDICTION WITH TREATMENT AND COMPASSION INSTEAD OF JAIL TIME

It was a normal day, like any other in Jeffersontown, Ky. Then-chief Rick Sanders and his assistant chief were meeting when an overdose-death call came across the radio, probably one of dozens that day in a county ravaged by drug abuse and fatal overdoses. But as the details poured in, the heartbreak overtaking his assistant chief's face told Sanders that this call wasn't like the others.

The two took off Code 3 to the address precisely read by dispatchers but known by heart to the assistant chief – his daughter's home. As they walked in the front door, his beautiful, 20-something daughter lay dead on her living room floor – the victim of a bad choice at a party the night before.

As Sanders stood numb and struggling to console his comrade, the girl's mother came running to the door where he had to stop her because she was not yet allowed inside. He held her in his arms for what seemed like an eternity, as she wept and beat his chest with angry fists, screaming that she needed to hug her daughter. After the coroner officially established cause of death and left the scene, Sanders allowed the broken mother and wife to enter the living room and watched as she knelt beside her baby, cradled her limp body and

held her for an hour, saying her last goodbyes into the unhearing ears of her daughter.

Scenes like this and countless others burned into now-Kentucky State Police Commissioner Sander's memory have created a passion for tackling the plague of addiction and doing anything to help those caught in its scourge.

"I will never apologize for arresting people who need to be arrested – and there are plenty in society who need to be arrested," Sanders said. "But there are many who have been duped or have made bad decisions and succumbed to addiction, and we're going to get them into treatment. That's what the Angel Initiative is all about."

KSP is one of dozens of agencies nationwide and three in Kentucky to throw open its doors and invite in the broken, the dying – the addicts – to find help, restoration and treatment.

"The time for arguing is over," Sanders said. "Who cares how they got addicted – whether it's a disease or a

Homeless, jobless and helpless, **KASEY** reached out to the Jeffersontown Police Department for help and hope in battling her meth addiction. She found both through the department's Angel Initiative, which allows addicts to walk into the agency and receive assistance for immediate treatment.

choice? It doesn't matter. We can't keep putting people in jail for addiction who need help. We have to do a better job of helping people."

DOING SOMETHING DIFFERENT

On May 31, KSP launched its Angel Initiative at the Pikeville, Post 9 and Richmond, Post 7 locations. Originally created in the summer of 2015 by the Gloucester (Mass.) Police Department, the Angel Initiative allows drug users to turn in their illegal drugs. Then, instead of arresting the individuals on possession charges, the police department assigns an "angel" who helps users find and enter into treatment.

For Sanders, his biggest drive is to get drug addicts in these two post districts, and eventually the entire state, the treatment they need to head toward recovery before they enter the criminal-justice system, he said.

KSP Post 9 Commander Jennifer Sandlin is partnering with Operation UNITE at its Pikeville Post to ensure the Angel Initiative's success. Once an addict walks into the Pikeville Post, either Sandlin, another trooper or a dispatcher welcomes them and begins an in-take form on the individual. The form gathers information about individuals, as well as what drugs they use, how often and whether they've previously been to treatment or detox of any kind, among numerous other details.

"If a person has a warrant when they walk in, we do have to deal with that, but if they have drugs or paraphernalia, we'll take it and not charge them," Sanders said. "Someone asked once, 'What if someone walks in with a kilo of heroin?' and I answered, 'That's a good day, because we got a kilo off the street and a person into treatment.'"

But two cultures have to change in order for this or any angel program to work, Sandlin said.

"We have to convince those in law enforcement that this is the right thing to do, and those who are addicted that they can trust the police," she said.

For Sandlin, she said when Commissioner Sanders introduced the angel concept to her, she had a sharp learning curve as well.

"It was really a thought changer," she said. "All I've ever known is arresting people and dealing with criminal activity, I've never been involved in treatment. In the past, my idea of treatment was putting someone in jail."

Feeling the need to fully understand addiction from the addict's perspective, Sandlin contacted a friend who is a recovering heroin addict. Through her friend, she gained useful insight and belief in the program's goals.

"My friend told me, 'If you have one person it works for, that has a multiplying effect because their family and kids aren't suffering any more. They're not involved in criminal activity, and the whole

community benefits from that one person's change.'"

Sandlin brought her friend into the Pikeville Post to tell troopers her story about how she got into drugs and eventually went through treatment.

"I knew I might meet resistance with troopers, not because they don't want to help, but because it's different than what they know," Sandlin said. "It was important for them to see a win. To get on board, they had to see hope."

Sandlin's friend introduced her to treatment directors and helped get the ball rolling toward Sandlin developing an understanding of the way treatment centers function and who her partners and supporters would be. Her biggest asset, Operation UNITE, is the main source for the Pikeville Post's angel volunteers and



I REMEMBER THOSE DOORS FEELING LIKE THEY WEIGHED 1,000 POUNDS. I WAS SCARED AND PETRIFIED. I WAS HOMELESS, JOBLESS AND LOST IN THE MADNESS OF MY ADDICTION. IT WAS VERY SCARY. BUT IT'S THE GREATEST THING WHEN YOU ADMIT YOU'RE POWERLESS OVER ADDICTION AND CAN'T FUNCTION LIKE A NORMAL HUMAN BEING.

— KASEY, ANGEL INITIATIVE PARTICIPANT

treatment placement facilitators, Sandlin said.

However, Sanders is adamant this initiative in no way gives drug dealers and traffickers a free pass.

"Rick Sanders is not getting soft, he's getting smart," Sanders said, looking back at his 40-year law enforcement career. "We have to aggressively deal with traffickers, but we want to help those who are addicted before they get into the criminal-justice system."

KSP is not the first agency in the state to tackle addiction through the Angel Initiative. Sanders first introduced the idea in Jeffersontown. But it was Sgt. Brittany Garrett who took that idea and ran with it – crafting Kentucky's first Angel Initiative at the Jeffersontown Police Department.



Pikeville Post Commander **JENNIFER SANDLIN** has taken the lead on the Kentucky State Police Angel Initiative. From presenting to community groups about the program, to training Angel volunteers, to preparing the men and women under her command, Sandlin is excited to see how the initiative unfolds in her post area. (photo provided)

Written By
ABBIE DARST

Photography By
JIM ROBERTSON



Despite the fact that Kentucky has increased treatment by 1,400 percent, nationwide there is only about 11 percent of the treatment needed. Bed shortages in treatment facilities often keep addicts from receiving treatment at the moment they seek it. Through the Angel Initiative, many treatment facilities have guaranteed bed availability for participating departments.

Located in a county that experienced 695 overdoses this past January alone, Jeffersontown was poised to meet a growing problem head on when it launched the Angel Initiative.

“We didn’t know what this was supposed to look like, but we knew what we wanted to accomplish and that’s to save lives,” Garrett said about the program’s beginnings. “So whatever we can do to get to that end, that’s what we’re figuring out.”

And figure it out they have - placing more than 45 people, desperate for help, into treatment since August 2016.

Each case is a learning opportunity for Garrett, who is learning the ins and outs of treatment options, facility types and patient criteria for acceptance. Working alongside countless supporters, volunteers and professionals, like Dr. Bud Newman who is semi-retired from the Morton Center in Louisville, one thing Garrett is committed to is immediate placement of individuals who come to JPD seeking assistance.

“I want somebody to go to treatment that day or chances are I’ll lose them if they don’t have the support system,” Newman said. “So, I want them someplace that day. If I can’t do that, it scares me.”

That immediate action is imperative to the success of angel programs.

“They have to be guaranteed a bed,” Sanders agreed. “You can’t turn them away and say come back in two months or even two days.”

Operation UNITE’s Treatment and Education Director Debbie Trusty couldn’t agree more.

“This initiative can be effective because it comes at a time when they are ready for help,” she said. “This program can’t exist without treatment facilities’ willingness to help.”

Building relationships with the surrounding treatment facilities and being prepared with multiple placement options is an absolute must, but can be a difficult and time-consuming process, especially in areas like Jeffersontown, Alexandria and Pikeville that are so close to other jurisdictions and state borders.

Just ask Garrett about Kasey.

Kasey was one of the earliest Angel Initiative participants. At 35 years old, Kasey finally had reached rock bottom. Having started smoking marijuana at 14, Kasey had lived a life of drug use and addiction that spiraled out of control. She found herself a meth addict, in a toxic marriage to a fellow addict, having her daughter taken from her and staying anywhere she could lay her head at night. She even slept in a storage unit to stay warm and dry before cameras spotted her and forced her back on the street.

“I remember those doors feeling like they weighed 1,000 pounds,” Kasey said of the struggle to turn to a police department for help. “I was scared and petrified. I was homeless, jobless and lost in the madness of my addiction. It was very scary. But it’s the greatest thing when you admit you’re powerless over addiction and can’t function like a normal human being.”

Kasey came to JPD from across the river in Indiana where she struggled to find the help she desperately needed. But being out of state, with Indiana Medicaid and being on meth, not an opioid, made it very difficult for Garrett to find Kasey a place for treatment.

“Everyone is unique when they walk through the door, whether it’s insurance or what they’ve used - but they just want to find an open door no matter the situation,” Garrett said. “It was a hurdle early on knowing about different criteria. [Kasey] was a guinea pig in a way, but we were able to connect the dots and get her in a place that was well suited for her.”

“Even though one didn’t work, another [facility] did,” Kasey said. “And Brittany just kept going down the list. I had hit brick walls on my own and she was able to get through that.”

ANGELS ON YOUR SIDE

Kasey, who beamed as she claimed 231 days clean and sober as of April 17, is just one example of dozens of individual lives being changed across Kentucky by police departments partnering with angels in their community. Just seven months ago, the Alexandria Police Department kicked off its Angel Initiative, and in that time Cody, Ryan, Kendra, Jenna, Chris and Brandon have been added to the growing list of treated addicts on their way to restoration.

Alexandria, having looked at several programs to answer the rampant addiction crisis sweeping northern Kentucky, chose to merge parts of the angel program with another program and place it in the hands of its new police social worker, Kelly Pompilio, last fall. Her role sets Alexandria’s program apart from KSP’s or Jeffersontown’s because she doesn’t wait for addicts to come to her.

“I respond to every overdose that happens in our community,” Pompilio said.

If she’s not on scene, the responding officer will give the revived individual an angel card and Pompilio will follow up the next day, she said. She has followed up with at least 24 people since the program’s inception.

Alexandria has a community organization that meets the first Monday of every month, and they receive referrals for people who could benefit from the Angel Initiative. This also is where they conduct trainings and listen to the struggles and successes of their angel volunteers.

“Most angel volunteers have been affected in some way (by addiction or overdose),” Pompilio said. “Most are family members who have lost a loved one or individuals who have battled addiction themselves and won.”

Christina Weinel, who also volunteers with the attorney general’s Heroin Education Action Team and at her local church, said she feels a gravitational pull to the Angel Initiative after losing her son to sepsis as a direct result of intravenous drug use.

“I feel compelled to help - how can I not?” she said. “It’s not my job to judge, but to help them where they are.”

Pompilio said having angels present when addicts are with her seeking help is the key to getting them into treatment. Where she faces barriers as a professional social worker, angels are able to walk alongside individuals from the moment they meet, through the highs and lows of the treatment process, and arguably most important, in the weeks and months after treatment, as individuals learn to live in recovery.

Angels have fielded three to four phone calls a day from someone struggling in their detox center and wanting to leave. They have taken someone out to dinner or to the swimming pool, just to get them out doing something, away from old friends and places that lured them into addiction in the first place. Angels play an indispensable role that officers, and even Pompilio, cannot play in the lives of recovering addicts, Pompilio said.

“You have to change your people, places and friends,” said Jeffersontown’s Kasey. “The biggest thing is once someone gets their head clear, it’s a lot easier to see the pros and cons of addiction. I never would have experienced that if it wasn’t for what I went through - she (Garrett) is my angel.”

Garrett sees success stories like Kasey’s, and it drives her push for continued cultural change in the police community to find a new way to fight this battle.

“We have begun to humanize the disease, and the addicts have humanized our profession,” Garrett said. “There is no negative to helping someone get into treatment - it’s all positive. Why would you not start a program like this?”

“The Angel Initiative is great,” Kasey added. “I know [Garrett] is busy, but she still manages to take time out of her schedule to keep up with how I’m doing. And if she can’t, she gives my number to another officer who can connect with me.”

“I would be lost,” she emphasized, “if I didn’t have this program.”

The Police Assisted Addiction and Recovery Initiative was started to support local police departments as they work with opioid addicts to seek treatment, rather than attempt to arrest their way out of the drug-addiction problem. The PAARI website has information for police departments looking to partner in the initiative as well as resources for creating programs within the local communities.

Scan this QR Code with your smart device or visit <http://paariusa.org/police> for more information.



(TOP) Jeffersontown SGT. BRITTANY GARRETT kicked off the department’s Angel Initiative in August 2016. Since then, JPD has helped place more than 45 drug-addicted individuals in treatment facilities.

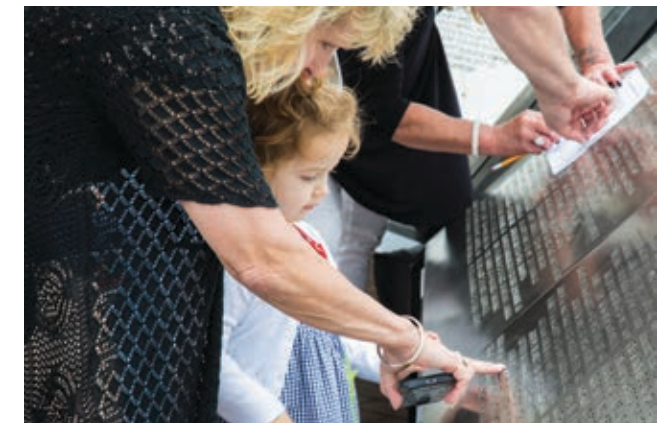
(BOTTOM) Volunteer angels like Alexandria’s CHRISTINA WEINEL offer the tough love and hand-in-hand relationship individuals need throughout the recovery process. Weinel says she often takes a stern approach telling those in her charge, “It’s OK to be scared - feel the fear and do it anyway.”



FOR MORE ON OPERATION UNITE, SEE p.40



2017 KLEMF CEREMONY



Three Kentucky officers who lost their lives in the line of duty were honored May 23 during the annual Kentucky Law Enforcement Memorial ceremony. Kentucky experienced no line-of-duty deaths in 2016. This year's historical recognitions ranged from 1883 to 2014. Versailles Police Officer George Freeman, Oldham County Police Officer Charles D. Howley and Bell County Sheriff's Deputy Frank Bowman all were honored among their family, friends and comrades.

Freeman was a town marshal serving Versailles when he was killed on June 17, 1883. According to the Officer Down Memorial Page, which maintains line-of-duty-death records nationally, Freeman was killed by a pair of brothers who claimed Freeman had killed one of their brothers the previous year. He is interred at the Versailles Cemetery in Woodford County.

In 1932, Bell County Sheriff's Deputy Frank Bowman was attempting a public intoxication arrest when he was shot and killed, according to the ODMP website. The deputy advised the two intoxicated men to leave the area when one of them

turned back toward the officer and, after a struggle, fatally shot Bowman. Oldham County Police Officer Charles Howley died May 14, 2014 after being exposed to a lethal dose of refrigerant while conducting a building search. A daycare in his community reported smoke in the building and, while ensuring all children and employees had safely exited the facility, Howley ingested refrigerant that was being released into the air. He became ill and suffered a fatal heart attack the following day, according to the ODMP website.

This year's ceremony hosted several speakers, including Kentucky Lt. Gov. Jenean M. Hampton as keynote speaker. Kentucky Justice and Public Safety Cabinet Secretary John Tilley and Randy Chrisman, father of 2015 fallen Kentucky State Police Trooper Eric Chrisman, also spoke.

Louisville Metro Police Pipes and Drums provided special music. The Oldham County Police Department Honor Guard presented colors and the Richmond Police Department conducted the 21-gun salute. 🇺🇸



CHERYL HOWLEY, wife of fallen Oldham County Police Officer Charles D. Howley, received a flag in his honor. Howley died after being exposed to toxins on May 14, 2014.

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THE END GAME



MUCH PREP WORK TO DO BEFORE CALLING IT A CAREER

MASUTTI/ISTOCK.COM

Retirement.

Depending on who you ask, retirement has many meanings in the law enforcement community.

It's the end game for many, and for some, it's the impossible dream that seems like it never will come. For others, it's fantasy or make believe, something they cannot wrap their minds around.

For Jamal Howard, 24, a second-year officer with the Hopkinsville Police Department, retirement isn't on his radar this early in his career.

"Right now, my focus is staying on patrol," Howard said. "Retirement isn't something I think about a lot. I've always worked, and I love to work."

The Christian County native said his focus is on his job, but added that retirement may become a blip on his radar screen one day.

"I will probably start looking at retirement after I turn 35, when I'm off patrol," he said. "That's when I will start looking at it."

Some 200 miles northeast, Sgt. William Vogt, 32, a nine-year veteran with Louisville Metro Police Department, said he started the retirement planning process early in his career.

"Officer Peter Grignon's widow came and talked to us at the academy, and that reality kind of set in," Vogt said, of the LMPD officer who died in the line of duty in March 2005. "One thing she talked about was that he took care of a lot of the money stuff, and when he passed, she didn't know what to do. I don't want that to happen to my wife. When I first started out, I put in six years on the west end, and I had fun doing good police work. It was dangerous, but I was safe. But there are some things you cannot guarantee, and that is the reality of it."

Travel another 220 miles east to Pikeville, you will discover that retirement has Pikeville Police Capt. Aaron Thompson's full attention.

"I am fully aware of the 20-year retirement," the 43-year-old, 17-year veteran said. "That was a draw to me for the job."

The one thing all three officers have in common is a desire to one day live the dream 50-year-old Brian Slone of Nicholasville currently is enjoying.

Slone retired in August 2016 after more than 24 years with the Nicholasville Police Department, rising to the rank of assistant chief.

"I don't fish, but I have traveled," Slone said about retirement. "I've been to Las Vegas twice; I've got a poker club I belong to and we went out there, and I went once with my son, kind of a father-son trip."

No matter what line of work a person is in, retirement is an end goal, and for many, the game plan – assuming there is one – differs. For some, an unpleasant surprise may await them.

According to a March 2017 time.com article, 40 percent of Americans are wrong when it comes to preparing for retirement.

The article cited a study by the Center for Retirement Research at Boston College, which says more than half of working-age Americans are at risk of experiencing a drastic reduction in standard of living upon retirement.

"What is surprising, though, is the number of people the researchers identified who believe they're on track to a secure retirement but aren't (according to the researchers) and, conversely, how many are worried they're falling short but are actually doing fine," the article states.

That fact didn't surprise Slone, who said he wishes he would have gotten serious about retirement much earlier in his career.

"Around year 19 was when I started planning for retirement," he said. "I went to Frankfort and met with them (Kentucky Retirement System personnel) and set up the account as far as turning in a birth certificate, beneficiary information, marriage license and all of that. I had that set up, but I was not happy with the money I was going to draw at that time. From that point on, for the next five or six years, I played the numbers game."

Slone's story is one that Vogt has heard many times from his Louisville colleagues. Stories like Slone's is one reason Vogt and Louisville Sgt. Brian Kuriger are in the beginning stages of putting together financial

Written By
MICHAEL A. MOORE

Photography By
JIM ROBERTSON

BRIAN SLONE retired as assistant police chief in August 2016 after a 24-year career with the city's police department. Slone wishes local and state government would put more of an emphasis on organized retirement planning for young officers throughout their careers.





Pikeville Police Capt. AARON THOMPSON is less than three years away from retirement.

The 17-year veteran said he looks forward to engaging in a second career once he hangs up his gun belt.

classes that will be offered to Louisville officers. Though not mandatory, interested officers can attend the classes in their free time.

“That is one of the scary things,” Vogt said. “When [officers] are living from check to check, where they rely on the overtime or off-duty employment to support their lifestyle because they’re living beyond their means, there’s no long-term vision in sight, that I’ve noticed.”

The idea of putting together a program came to Vogt during a Department of Criminal Justice Training instructor’s course he took in February 2017.

“All they have at our academy is an hour-long block of instruction based on Dave Ramsey’s Financial Peace University,” he said. “I thought to myself, ‘I think we need a little bit more than that, if we could do it.’”

Vogt said the course would be informational in nature.

“I don’t think we’ll ever get it to be Kentucky Law Enforcement Council-approved because we haven’t had some kind of job where we were financial advisors,” Vogt added. “So what we’re trying to do is offer it on the side.”

Vogt said the program would be similar to the Financial Peace University, but geared toward law enforcement officers.

If agencies offered such a tool, Slone said it would be well-received and a tremendous benefit to many law enforcement officers.

“I think the state, cities and counties do not do a good job in educating employees early on in their careers,” Slone said. “Maybe they don’t know how or maybe they just don’t know, either. I think there is a disconnect statewide (and) we need to do a better job of educating our officers at an early point in their careers.”

In a policeone.com article titled, “Tips for Planning Your Retirement from Law Enforcement,” author

Matthew Loux, a criminal justice faculty member at American Military University opined the first step to retirement is saving.

“Sit down with your family and talk about your budget,” Loux wrote.

Among the budget items he suggests discussing are monthly expenses, short-term goals and long-term or retirement goals.

The article states that most experts say a person will need between 70 to 80 percent of their current salary to live on during retirement.

So that means, if you earn \$50,000 a year, and are 35 and plan on retiring when you are 62, with a life expectancy to age 85, you will need to save \$9,869 per year in order to have the \$40,000 a year in pension payments (80 percent of 50,000) you’ll need in retirement. Obviously, if you start saving as a young, 25-year-old officer, you would need to save less per year, about \$5,300 per year, according to the article.

Other tips offered in the article include reviewing the agency’s pension, IRAs and 401-type plans.

The article also encourages officers to be knowledgeable on projected Social Security benefits by using calculators on the Social Security Administration and AARP websites.

SECOND CAREER: LIFE AFTER RETIREMENT

Like many before him who have retired from law enforcement, Slone also is enjoying a second career, one closely related to his police work. He works 24 to 36 hours per week as a security officer for Alltech in Nicholasville. It is a position he has held since the mid-1990s, when he worked a 12-hour weekend shift.

“When I was working up to 50-plus hours per week at the police department, I could only work Sundays there,” he added.

Now, Slone is enjoying the fruits of his efforts.

“(Retirement) was an unachievable goal,” Slone said. “I never thought it would happen. Now, I’m amazed that on the 14th of every month they pay me to sit at home. I cannot believe that; it’s a great thing.”

A second career closely related to law enforcement also appeals to Thompson.

“My goal right now is to do the 20 years and be done, and I want to start another career,” he said. “I would like to do something as an instructor training in law enforcement. University of Pikeville has a criminal justice program. Last month I got my instructor certificate with KLEC. If not there, maybe in Richmond at DOCJT.”

Vogt, whose father taught him and his siblings the importance of finances, said the one thing he doesn’t want to do is retire, turnaround, sign back up and continue policing.

“I’m really passionate about finances; I’m a dork like that,” Vogt said. “When I retire, I don’t want to have

to come back and be the police again. I wouldn’t mind coming back and offering financial counseling services to police officers; maybe I would do that for a comfortable salary. It doesn’t have to be a six-figure salary.”

The Boston College study showed for those with a defined-benefit pension, which can provide annuity payments for life, many people simply don’t understand the real value of a lifetime stream of income.

“It’s also possible that some may not even know what size pension payment they’ll eventually receive,” the article states.

There are many options currently out there that will assist those wanting to plan for retirement ranging from financial classes to the Kentucky State Retirement System’s website.

“You can get on [the web site] and put in an estimated retirement date and it will show you what your benefit will be and what you’ll draw,” Slone said of the KSRS website.

Thompson said as his retirement day draws near, he opted for his own research.

“I like going out and seeking information for myself,” Thompson said.

Several reputable financial-planning companies offer plenty of advice and retirement tools such as retirement calculators to assist in the process, but ultimately, a successful retirement will come down to the individual officer.

Vogt said retirement planning and preparation is a marathon, not a sprint, and the key is educating yourself and being disciplined.

“It’s not just a police thing, it’s a society thing,” Vogt said. “Why you don’t have somebody teaching you basic finances is beyond me. You want to be financially well, which means in as little debt as possible. You want to avoid things like credit card bills in order to set yourself up for success in the future. If you can put off what you want and live below your means now, eventually you’re going to get to a spot where you’re going to realize you can buy whatever you want, within reason. It’s delayed gratification.”

In regard to the state’s retirement system, Vogt said work hard and make your way up the ladder so when the time comes, you’ll have rank, which will affect your high three.

According to the state retirement system’s website, hazardous retirement benefits are based upon a 3-High Final Compensation. When final compensation is based on the 3-High, it must include at least 24 months and a minimum of three fiscal years. The years used do not have to be full, 12-month years.

“You may not want to do it, but you’re here for a reason,” Vogt said. “You want to make money. So get promoted and put yourself in a position to succeed (in retirement).”

Retirement Keys

Policeone.com offers three keys to planning for retirement after a police career:

- It’s never too late to plan ahead. The article states that police departments should bring in a financial planner to talk to new recruits. Often, new officers come from college, the military or a lesser-paying job and they find themselves suddenly inundated with credit card-debt and high car and house payments.
- Figure out what retirement means to you. According to the article, after the first few weeks of sleeping in, reality sets in. Long before hanging up the gun belt, officers need to start figuring out what they want their retirement to look like.
- Make health a priority. In the 1970s, the Cooper Institute for Aerobic Research conducted a study that concluded on average, retired police officers die within five years of retirement. According to an October 2009 FBI Law Enforcement Bulletin, “An extensive study of more than 2,000 officers in Buffalo, N.Y., found the age-mortality rate for officers was, on average 12 years lower than their civilian counterparts; health issues, such as cancer and heart disease, increased as officers drew closer to retirement; and the average life expectancy after retiring was 5.05 years less than that of people in other occupations.”

SIX REASONS TO PLAN YOUR RETIREMENT (policeone.com, “Tips for Planning Your Retirement from Law Enforcement”)

- A 2012 study by the Employee Benefit Research Institute found that 30 percent of workers reported having less than \$1,000 in savings and investments; 56 percent of workers report they have not attempted to calculate how much money they will need to save for a comfortable retirement; and 60 percent of workers report that their total household savings and investments, excluding the value of their home and any defined benefit pension, is less than \$25,000.
- Fidelity Investments estimated that a 65-year-old couple retiring in 2013 would need \$220,000 to cover medical expenses throughout their retirement.
- According to the Employee Benefit Research Institute, just 14 percent of American workers are very confident they will have enough money to live comfortably in retirement and half of current retirees surveyed say they left the work force unexpectedly as a result of health problems, disability or getting laid off.
- Social Security only replaces 40 percent of pre-retirement earnings for low earners retiring at age 62.
- A Health and Retirement Study found almost 75 percent of retirees have not saved enough and said they would save more if they could do it all over again. At age 65 and older, Social Security benefits provide more income than any other source for more than 60 percent of households, regardless of marital status with the average monthly benefit of \$1,294 for retired workers.
- The Center for Retirement Research found more than one-third of all households end up with no employee-sponsored retirement plan at all during their entire work lives and others, who move in and out of coverage, end up with inadequate 401(k) balances. About 21 percent of workers covered by 401(k) plans choose not to participate, and a typical worker should accumulate about \$363,000 by the time he or she retires. According to the Federal Reserve, a typical household approaching retirement had 401(k)/IRA balances of only \$120,000 in 2010, far short of the projected amount needed for the individual.

THE UNSEEN DISABILITY



Effective Communication with Kentucky's Deaf and Hard of Hearing

The startling appearance of blue lights flashing in an average driver's rearview mirror is unsettling to say the least. But when the driver's ability to communicate with the approaching officer is diminished by hearing loss, the sense of panic and anxiety is heightened.

Nearly 700,000 Kentuckians reported they are deaf or hard of hearing in the most recent census. That number represents 16 percent of the commonwealth's citizens, and the number is growing, according to Kentucky Commission on the Deaf and Hard of Hearing Executive Director Virginia Moore.

"The third largest health risk in the U.S. is hearing loss," Moore said. "It is something we all have to deal with. Law enforcement, based on the sheer number of hard-of-hearing individuals out there, is going to be facing someone weekly – if not daily – who has some type of hearing loss."

The communication barrier between peace officers and those with diminished hearing can present a significant safety risk for both parties. A person who doesn't

hear the officer's commands may be interpreted as non-compliant. A deaf person who uses his voice to speak may not hear his own sound and could be loud or appear belligerent, when in fact he has no idea how he is being heard, Moore said.

The citizen may indicate with his or her hands that he or she cannot hear, but the officer could easily miss the sign. Or in an effort to communicate, the driver could reach for a notepad and pen, sparking an immediate safety concern for the officer anticipating a possible weapon.

"When I was little, my mother was pulled over one time and I saw her immediately do that," Moore said. "I also saw her dig into her purse, and when she raised her head back up, the officer had his gun drawn. It scared me to death. It didn't scare my mother, she was quite the lady. But there are certain things I think officers and individuals being pulled over need to realize may be a concern."

KCDHH Executive Director **VIRGINIA MOORE** is committed to ensuring safe interactions between officers and Kentucky's deaf and hard-of-hearing community.

RECOGNIZE THE DISABILITY

Law enforcement interactions with the deaf and hard-of-hearing community have received national attention in recent years because of tragedies caused by the communication barrier. A North Carolina deaf man was shot and killed after a pursuit that ended near his home. His brother later reported to media that his sibling feared police because of prior tense interactions.

A New York woman won a \$750,000 lawsuit against the NYPD after she called 911 for help evicting a tenant, and instead of obtaining an American Sign Language interpreter to assist her, officers kept her in a precinct lockup for more than 24 hours.

"First and foremost, there is the communication barrier with ASL being a totally different language," said Ted Baran, chief of police for the Galludet University Police. "One of the first things I try to tell officers is that deafness really is an unseen disability. Your initial contact with a deaf person is not like an initial contact with a person in a wheelchair or a blind person with a cane in hand."

Galludet University in Washington, D.C. is the country's only university designed to be barrier-free for the deaf and hard of hearing. Baran, who has served as the school's police chief for the past six years, grew up with two deaf parents and understands the community's struggles. He now helps train law enforcement to offer helpful tips and increase safety during interactions with the deaf and hard of hearing.

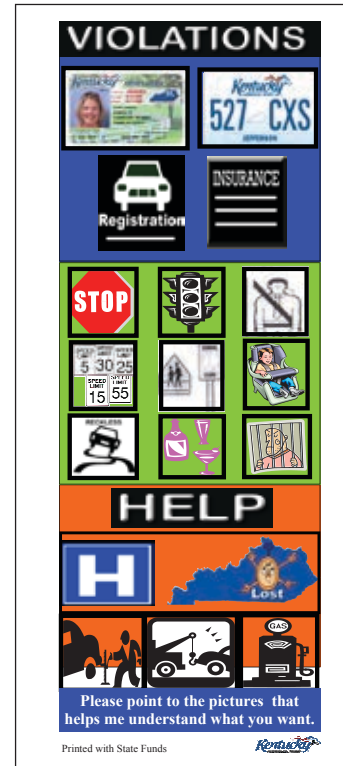
The biggest challenge Baran tells officers first is recognizing the disability quickly.

Moore echoed Baran's thoughts about recognizing the disability, noting that even a person wearing a visible hearing aid might still be unable to hear and communicate effectively.

"If a person is wearing glasses, you're going to assume they see you," she said. "But if [a hearing-impaired person] has hearing aids on, you can't make that assumption. They could simply be for environmental noises and not allow the person to have clarity of voice or understanding."

The Kentucky Commission on the Deaf and Hard of Hearing, established 35 years ago by the state legislature, is designed to act as an advocate – among many other responsibilities – for the hearing-impaired community. One way the commission previously worked to improve communication between law enforcement and the deaf is through the creation of visor communication cards.

Created in conjunction with the Kentucky State Police, the cards are large, colorful and laminated for longevity. There are four communication cards. One for law enforcement offers tips and images to aid communication. The other three cards are distributed to those who identify themselves as deaf, hard of hearing or oral deaf, Moore said.



I am a Deaf Person

Communication Card for Law Enforcement Officers

This card will help you communicate. Please point to the pictures on the other side of this card.

When communicating with me:

- ⇒ Get my attention first.
- ⇒ Look at me when you speak.
- ⇒ For simple communication writing notes **MAY** help, but not always.
- ⇒ I cannot lip-read everything you say.
- ⇒ A hearing aid does not allow me to hear everything you say.
- ⇒ Avoid shining a flashlight in my face as this will hamper my ability to communicate.

If I am arrested or asked to come in for questioning I will need:

- ⇒ A Kentucky licensed sign language interpreter.
- ⇒ To make a phone call (high-speed internet connection and a computer, TTY and/or my wireless device).
- ⇒ Other accommodations.

To locate an interpreter in Kentucky

Call 800-372-2907
<http://finance.ky.gov/bidhh/>

This voluntary informational program was developed by the Kentucky Commission on the Deaf and Hard of Hearing with the endorsement from Kentucky State Police.

www.kcdhh.ky.gov

I am a Hard of Hearing Person

Communication Card for Law Enforcement Officers

This card will help you communicate with me. Please point to the pictures on the other side of this card.

When communicating with me:

- ⇒ Get my attention first.
- ⇒ Look at me when you speak.
- ⇒ For simple communication writing notes **MAY** help, but not always.
- ⇒ I cannot lip-read everything you say.
- ⇒ A hearing aid does not make me hear everything you say.
- ⇒ Avoid shining a flashlight in my face as this will hamper my ability to communicate.
- ⇒ Though I may speak for myself this does not mean I can hear and understand what you say.

If I am arrested or asked to come in for questioning I will need:

- ⇒ A Kentucky licensed interpreter.
- ⇒ To make a phone call (using high-speed internet services and a computer, a Captel Telephone, and/or my wireless device).
- ⇒ A Stenographer/Communication Access Real-Time Translation (CART) for captioning conversations.
- ⇒ Other accommodations.

To locate an interpreter in Kentucky

call 800-372-2907
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This voluntary informational program was developed by the Kentucky Commission on the Deaf and Hard of Hearing with the endorsement from Kentucky State Police.

www.kcdhh.ky.gov

I am an Oral Deaf Person

Communication Card for Law Enforcement Officers

This card will help you communicate. Please point to the pictures on the other side of this card.

When communicating with me:

- ⇒ Get my attention first.
- ⇒ Look at me when you speak.
- ⇒ For simple communication writing notes **MAY** help, but not always.
- ⇒ I cannot lip-read everything you say.
- ⇒ A hearing aid does not allow me to hear everything you say.
- ⇒ Avoid shining a flashlight in my face as this will hamper my ability to communicate.
- ⇒ Though I may speak for myself this does not mean I can hear and understand what you say.

If I am arrested or asked to come in for questioning I will need:

- ⇒ A Kentucky licensed interpreter.
- ⇒ To make a phone call (using high-speed internet connection and a computer, a Captel Telephone, TTY and/or my wireless device).
- ⇒ A Stenographer/Communication Access Real-Time Translation (CART) for captioning conversations.
- ⇒ Other accommodations.

To locate an CART in Kentucky

call 502-564-3296
<http://www.reallegal.com/leaders.asp#KENTUCKY>
This voluntary informational program was developed by the Kentucky Commission on the Deaf and Hard of Hearing with the endorsement from Kentucky State Police.

www.kcdhh.ky.gov

The Kentucky Commission on the Deaf and Hard of Hearing created and distributes visor cards to the deaf and hard of hearing community. This is a visor card made for officers with tips about communicating with the deaf community and officers. There are three other cards for those who define themselves as deaf, hard of hearing or oral deaf. Unfortunately, there are not clear definitions for what these terms mean, as they often are unique to each individual. Each person decides how they define their hearing loss functions, said, Anita Dowd, executive staff advisor for KCDHH. For more information about hearing loss definitions, please visit this link: <http://www.deafservicesunlimited.com/2015/06/deaf-hard-of-hearing-whats-the-difference/>

The visor cards were an early part of a three-pronged approach Moore described to improve safety and communication. The second prong recently was successfully completed through the passage of Senate Bill 189, Moore said. The bill created a new section of Kentucky Revised Statute allowing information to be included in the Kentucky vehicle registration system indicating a vehicle operator may be deaf or hard of hearing.

It is voluntary for hearing-impaired citizens to notify the Kentucky Transportation Cabinet of their disability. However, upon addition to the database, an officer who stops an individual who has supplied their information will be notified before they approach the vehicle that there may be a communication problem with the driver, Moore said.

“Some people have asked, ‘Why don’t you put that symbol with an ear with a slash through it on your car or driver’s license?’” Moore said. “It’s very important to realize it is a safety risk. If I had that on my driver’s license and were to lose my license, if somebody found it they would realize this person has severe hearing loss. They might wait until they go to sleep at night and break in, or go in behind them and steal their car or whatever. You don’t want to have an indication on your car or have labels placed anywhere to immediately show the general public you have this disability.”

THE NEXT STEP

The final piece of Moore’s three-prong approach is a national effort to establish curriculum for law enforcement training and standardize that training across the

country. Moore said she will be meeting this summer with colleagues from multiple states – including Chief Baran – to discuss developing the curriculum. Discussions with some of Kentucky’s law enforcement training leaders already has begun.

“I am hoping Kentucky will be the lead on this,” Moore said. “Other states have different types of training like what [Baran] does. What we want to do is develop a whole curriculum around different scenarios, from pulling people over and handcuffing to walking up on a deaf person and having to relate with them one-on-one and domestic violence between deaf couples. You name it, we are going to try to come up with the curriculum for different scenarios.”

Moore and Baran agreed interaction between the hearing impaired and officers is a two-way street. There is just as much responsibility on the shoulders of those with the disability to learn and understand what to expect when they interact with officers.

“In so many situations, a lot of times what happens is the behavior of that person proves to be alarming to the officers, and they immediately have to be defensive,” Moore said. “I understand that. But if they could take a beat, put this in their [mental] file cabinet of the things they go through immediately to think, ‘Wait a minute, is this person signing? Is this sound I’m hearing aggressive? Is it a threat or are they not hearing me?’”

“I don’t know how we ask officers to do that when they have so many other things to consider,” Moore continued. “But unfortunately with the growing [deaf and hard of hearing] population, we have to find a way.”

Did you know?



The Kentucky Commission on the Deaf and Hard of Hearing provided the following statistics to help better understand hearing loss in America.

- Nearly 33 percent of all Americans older than 65 have hearing loss.
- One in five teens are estimated to experience some type of hearing loss – 80 percent report hearing loss from loud noise.
- Nine out of every 10 children born deaf are born to parents who can hear.
- More than 30 million Americans are exposed to dangerous noise levels at work.
- Loss of hearing is the number one war wound among American veterans. Approximately 2.3 million veterans receive either disability compensation for service-connected hearing disabilities or are in treatment for hearing-related issues.
- Men are more likely to experience hearing loss than women.
- An estimated 50 million Americans experience tinnitus, also known as ringing in the ears. Ninety percent of those also have hearing loss.

OLEGDUDKO / I23RF.COM



Six Tips for Communicating with the Hearing Impaired

Galludet University Police Chief Ted Baran personally understands both the challenges of the deaf community and those faced daily by peace officers. The son of deaf parents and a 20-year law enforcement veteran, Baran is committed to passing along his experience and knowledge in hopes of encouraging safer and more successful interactions between the two communities.

“There is so much anxiety out there with how the deaf and police interact because things can go south very fast,” Baran said. “This is where some of the issues have come up where use of force goes from nothing to shooting somebody because the person was perceived as not responding or not adhering to an officer’s commands.”

“It’s not often deaf people will have direct communication with officers, and not many officers know sign language,” Baran continued.

Baran offered the following tips for best practices when officers interact with a person whose hearing is impaired.

BE PATIENT

First and foremost, be patient with the deaf person, Baran said. It sounds easy, but some officers are more patient than others about communicating and being clear. Taking time to establish the best form of communication for the deaf person will help ease their intimidation.

LIP READING CAN BE INEFFECTIVE

Most people think people with diminished hearing can read lips, but this is not the case, Baran said. Only about 30 percent of the English language is readable on lips.

BE AWARE OF LIGHTING

Lighting is an issue. In the dark, make sure the deaf person can see you clearly, Baran said.

DON’T DEPEND ON FAMILY TO COMMUNICATE

Family members such as children or siblings who may be present may be more adept at communicating with the deaf or hearing-impaired individual. Baran urges officers not to rely on them to interpret between them and the deaf person.

“It’s completely unacceptable,” he said.

USE AVAILABLE TECHNOLOGY

Many hearing-impaired individuals carry a pen and paper to communicate. However, Baran recently taught a class of officers that as most people have smart phones, a deaf person may attempt to communicate through a text message or notepad app on their phone.

“Their fear on the other side is that it won’t be accepted as a method of communication,” Baran said. “I told my class to use their own phone to type out why they are being stopped.”

GET AN INTERPRETER

The above tips are only effective for initial stops and interactions, Baran said. Anything that goes beyond that requires an interpreter. Know how to get one, especially before any interviews are conducted.

“Respect the deaf person who needs that communication instead of trying to bypass it,” he said.

Interpreter Referral Specialist for the Kentucky Commission on Deaf and Hard of Hearing, Rachel Rodgers, encourages officers to contact their local interpreter agency to establish an agreement and rapport before an interpreter is needed.

Scan the QR code with your smart device or visit: <https://www.kcdhh.ky.gov/docs/oea/InterpreterReferralServices-05I3I6.pdf>





BETTER BULLETS

Law Enforcement Agencies Consider Switch to 9mm

From smart phones to drones, technology has made life easier in many ways. The same is true for many law enforcement agencies in Kentucky, as advancements in bullet technology have many departments moving toward or considering a switch to 9 mm handguns.

Written By
MICHAEL A. MOORE

Photography By
JIM ROBERTSON

Kentucky State Police Deputy Commissioner Alex Payne said in the past several years, manufacturers have made the 9 mm handgun more attractive to law enforcement.

"These new 9 mm bullets started coming out, and they are the most amazing thing I've seen, from a 9 mm standpoint, since I started in 1983," Payne said. "It's the coolest thing that I've seen as far as ammo that's come along."

Although maligned in the past due to its inability to reliably deliver incapacitating force, recent developments in bullet-technology design have moved the 9 mm back to the forefront of a law enforcement weapon and bullet of choice.

Studies by the FBI have shown the new 9 mm packs quite a punch and scores better on protocols or tests, Payne said.

"To give you an example, using the FBI protocols, we took our current .40 caliber round and it passed roughly 33 percent of those FBI protocols," Payne said. "That's a 180-grain, .40-caliber round out of a Glock 35. The new 9 mm bullets passed 100 percent of those FBI protocols with flying colors."

In order to pass the protocols, a bullet must achieve 13 to 15 inches of penetration depth using the FBI ballistics gelatin with varying obstacles to overcome.

The FBI tests include shooting into bare gelatin (15 inches of penetration), gelatin covered with heavy clothing (15 inches), a target with a steel shield (14 inches), wallboard (13.5 inches), plywood (15 inches) and automobile glass (14 inches).

"What you're looking for is the 13 to 15 inches of penetration because handguns are all about penetration," Payne said. "They're not rifles, and the big difference between them is speed. You have to think of the handgun as an elongated drill bit. The longer or deeper I can get that drill bit in there, the better off I'm going to feel about that particular bullet."

The .40-caliber bullet fell short, Payne said, adding that while it got through the different barriers,

only 33 percent of the time did the projectile penetrate the desired 13 to 15 inches.

The biggest change in the 9 mm round is that the hollow point is plugged with a rubber, Teflon-type substance.

"They refer to them as barrier-blind ammunition, so whatever you put them through, you're still going to get that 13 to 15 inches (penetration)," Payne said. "That is critical to (police officers)."

Lexington Police Department Training Section Commander Roger J. Holland Jr. said his agency made its move to a higher-caliber handgun in the early 2000s, but kept the 9 mm in the fold for the benefit of officers who struggled with shooting a .40-caliber.

"We didn't necessarily move away, but made it optional if someone wanted to go to the .40 back then," Holland said. "We were transitioning all the recruits to a .40, but now we're moving back the other way."

Holland said Lexington went to the higher-caliber weapon based on an early 2000s FBI study that indicated the 9 mm wasn't as effective as law enforcement agencies would have liked. But in recent years, the FBI has done an about-face on the 9 mm based on the improved bullet technology.

"Even during that period, if we had a recruit who struggled to manage a .40-cal, we would put them in a 9 mm because they were able to manage that weapon better," Holland said.

The recent switch back to the 9 mm has resulted in higher marksmanship scores, Holland added.

Many agencies follow the FBI's lead in matters involving firearms, Payne said.

The FBI has a top-notch research department, which is a huge benefit to local agencies, he said.

"Everything is based on bullet technology these days," Payne said. "One of the leaders in researching what the ammo manufacturers have done is the FBI. So, anything new that comes out, they will add it to their vast database, and they do this by setting up a series of tests known as the FBI protocols. The rounds are subjected to all the things that a duty round possibly could be subjected to during the course of an officer's career. Of course, they have the resources, manpower and technology to do these things. They'll actually use gelatin blocks that they manufacture. The standards for the gelatin have been established for years."

KSP used a Glock 35 as its primary service weapon and the Glock 27 as its backup or ankle weapon, Payne said. But many factors, including a pronounced recoil and improved 9 mm bullets, prompted the agency to move to 9 mm weapons.

“AT THE END OF THE DAY, WE WANT TO PUT OUR PEOPLE IN THE BEST POSSIBLE POSITION TO WIN THESE CONFRONTATIONS AND GO HOME. IF I DIDN'T BELIEVE IN THIS STUFF, WE WOULDN'T HAVE IT, PERIOD.”

— ALEX PAYNE, KSP DEPUTY COMMISSIONER

"The .40 was a good weapon; it served us well," Payne said. "It was heavy, but it worked. That's the first thing you've got to have in a police weapon; it's got to go boom. It's not as unforgiving as the 10-caliber by a longshot, but there's a lot of muzzle flip with the Glock 35. It's just not as easily controlled as the 9 mm."

Department of Criminal Justice Training Special Operations Branch Manager Jim Simpson said with the improvements, the 9 mm is now on par with higher-caliber rounds.

"It's comparable to larger-caliber ammunition," Simpson said. "That's why a lot of departments are going to it; it's cheaper than the .40 caliber."

OTHER BENEFITS

The 9 mm offers a much less pronounced recoil, which allows officers to shoot more accurately.

"You're not having to come back on target so much like you do with the large caliber," Simpson said.

DOCJT Firearms Section Supervisor Joe Wallace said less recoil can improve a shooter's accuracy greatly.

"A smaller caliber you can keep on your target," Wallace said. "A lot of that might be that the shooter feels timid because of the recoil, but your recovery time between shots is going to suffer with a larger-caliber weapon."

That means officers can fire faster, more accurate follow-up shots.

"We're talking milliseconds," Wallace said. "But still, if it means stopping that threat, it's an advantage for the officer. It may be a slight advantage, but it's still an advantage."

Additionally, there is significantly less wear and tear on a 9 mm handgun versus higher-caliber weapons, Simpson said.

"Anytime you use a large caliber, it's harder on the weapon system," he said. "When you go to a smaller caliber like the 9 mm, there's fewer things that can happen with that weapon system."

There also is a cost-savings in regard to training ammunition, Payne said.

"That's another plus we found out about," he said. "Duty ammo is kind of a wash — it's about the same (cost) — but your practice ammo is cheaper. That will save the agency some money."

Payne added that what makes a perfect police side-arm is the flawless marriage between bullet and gun, and that is the most important thing for officers.

"At the end of the day, we want to put our people in the best possible position to win these confrontations and go home," Payne said. "If I didn't believe in this stuff, we wouldn't have it, period." 🐾



The images above show the subtle difference between a .40-caliber bullet (shown on the left in each image above) and the current 9 mm bullet being produced by manufacturers. Many Kentucky law enforcement agencies are considering a move to the 9 mm round in light of improvements in the 9 mm round.

THE PATH TO SUCCESS

Career Development Program Helps Officers and Dispatchers Achieve Their Goals

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NAVIGATING CDP, p. 30

Paducah Police Chief Brandon Barnhill once was a rookie officer who spent his time on the streets, working various shifts, as a patrol officer for the city of Murray and then Paducah. But even then, he had a dream.

To attain his dream, Barnhill worked a game plan when he first joined law enforcement some 22 years ago.

“My first goal was to put 100-percent effort into what I was asked or assigned to do,” the chief said. “By doing so, I always felt that it would help me overcome some of my shortcomings in other areas such as age, experience, and subject knowledge.”

But sometimes life gets in the way of the best laid plans, the chief said.

“Life throws you curveballs from time-to-time and you must be able to adjust,” Barnhill said. “I must say that although I have not always gotten positions or promotions when I first applied for them or been selected for a coveted position when I thought I deserved it, nothing kept me from pursuing my dreams.”

One of the tools Barnhill used to realize his dreams was the Office of Kentucky Law Enforcement Council Support’s Career Development Program.

“I began in Murray and Paducah as a patrol officer,” Barnhill said. “In 1999, I was selected to be a

criminal-investigations detective. During the next few years, I jumped back and forth within divisions, promoting to various positions within the department.”

Over the course of his police career, Barnhill earned CDP certifications in Intermediate Law Enforcement, Advanced Law Enforcement, Law Enforcement Officer Investigator, Advanced Investigator, Law Enforcement Supervisor, Law Enforcement Manager and Law Enforcement Executive.

While those certifications were not the be all, end all of career progression, it certainly helped the process, Barnhill said, who was promoted to police chief in 2013.

“CDP is not all inclusive for promotion or success, however, it does provide sound advice and guidance to assist officers in making good career choices and decisions during their careers,” Barnhill said. “I used the great advice from leaders and mentors in our agency, combined with the program guide and advice from Joe Boldt to determine how to proceed in the program.”

For Hopkinsville Police Dispatch Supervisor Stephanie Noel, CDP is a tool that helped her succeed in her profession.

“I’m not going to say I wouldn’t be here without the certifications, however, I can say it has assisted me along the way and has helped set me up for success by

the confidence and knowledge they have provided me,” said Noel, who has been with the agency 19 years. “It has added extra tools to my tool belt to assist in being a better leader, motivator, problem-solver and overall person.”

During her career, Noel has earned certifications in Advanced Public Safety Dispatcher, Communications Training Officer and Public Safety Dispatch Supervisor. She will start her career track for Public Safety Dispatch Manager/Director in November.

Barnhill and Noel’s stories, and ones like it, are music to the ears of Boldt, OKLECS program coordinator, who has overseen CDP since its infancy in 2003.

When discussing the program, Boldt is quick to insert a witticism from New York Yankee legend Yogi Berra, who once said, “You have to be very careful if you don’t know where you are going, because you might not get there.”

That quote is a favorite of Boldt. He often brings it up when he talks about career paths for law enforcement and public safety dispatch members.

“This program keeps the officer or dispatcher goal-oriented and focused on the training process, and it helps answer the question of ‘Where am I going in my career?’” Boldt said.

CDP is a professional-certificate program that encourages law enforcement officers and public safety dispatchers to plan and organize their annual training to correlate an individual’s career goal.

The program provides structure to the training process through career tracking, and it offers career tracks for law enforcement officers and for public safety dispatchers.

For years, OKLECS has offered assistance and training opportunities for law enforcement and dispatchers – through Kentucky’s four law enforcement training academies – who are figuring out which career path to take.

“It places structure and organization on the training process, and takes the guesswork out of which courses to take from year to year,” Boldt said.

Although officers or dispatchers can enter the program at any point in their careers, Boldt said the earlier the better.

“I would encourage it right from the beginning of one’s career to get enrolled and start working toward one’s first certificate,” he said. “I have had officers and dispatchers who are in their last year before retirement and want to see which certificates they may have earned during their careers. As long as the officer or dispatcher still is working and has an active Peace Officer Professional Standards or Telecommunicator Professional Standards certification, they can enroll in CDP.”

CAREER PATH FACTORS

Many things determine a person’s career path. Those variables include the needs and functions of the organization.

“It’s usually up to the individual, but it also kind of depends on the way the chief or sheriff manages,” Boldt said. “Some places need certain things for their agency, so they may be more direct toward what this person needs to be doing in their career path. Others may leave it more up to them (individual). An organization might need traffic control or it might need an investigator or someone to work crime-scenes. It’s the working relationship between the individual officer and the needs of the department.”

Wilmore Police Chief Bill Craig said CDP training is invaluable, and his Jessamine County agency tries its best to accommodate an officer’s wants, while at the same time making sure the agency’s needs are met.

“It’s a mixture of both,” Craig said. “If I have an officer who wants to take a course like investigations, but they’re not really working investigations, I don’t have a problem with them taking that to prepare for the future. If there is a demand for the city of Wilmore [and] if I have an officer interested in that [specific career track], then I would recommend he or she look into it and take the courses. The agency comes first, then the officer’s desire and future needs.”

Danville Police Chief Anthony Gray Jr., echoed Craig’s sentiments.

“When you’re an officer going through the courses and you’re getting the pins and trying to develop your career path, as a supervisor and leader, you try to mirror the pins to where the officers are in their careers,” Gray said. “We are big on training. We’ve tried to push our men and women into areas where we think they’ll be successful and the career-development pins help steer them down the right path.”

Craig said departments such as his – which has nine full-time and two part-time officers – often are stepping stones for young officers who eventually will move on to larger departments. Having said that, the chief



JOE BOLDT has overseen the Career Development Program since its inception in 2003. Boldt said the Kentucky Law Enforcement Council has issued more than 4,000 certifications over the program’s first 14 years.

Written By
MICHAEL A. MOORE

Photography By
JIM ROBERTSON



Danville Police Chief **TONY GRAY** speaks with Detective **LISA DOLLINS** outside the police department. Gray said his agency tries to nudge officers in the career path that best suits their individual skill sets.



(TOP) Winchester Police Communications Supervisor **RHONDA ROGERS** answers an emergency call during an early-morning shift. Rogers said the Career Development Program helps transform dispatching from a run-of-the-mill job to a satisfying career.

(BOTTOM) Wilmore Police Chief **BILL CRAIG** enjoys when officers in his Jessamine County agency take personal initiative and begin pursuing Career Development Program certifications.

continues to support CDP, even if it means young officers under his charge could move on.

“To me, that’s not a factor,” Craig said, “if an [officer] wants to go on and get the career-path certificate. My big thing is the officer taking the self-initiative to pursue a career path, and to me that’s important. I will not hold an officer back.”

MANY CERTIFICATIONS

“Within the Law Enforcement Officer track, OKLECS offers nine certificates that represent the patrol, investigations and traffic career paths,” Boldt said. “Under the Law Enforcement Management track, OKLECS offers four additional certificates that equate to the various levels of the command structure:

supervisor, manager, executive and chief executive. Those are your sergeants, lieutenants, captains and chiefs or sheriffs.”

On the public safety dispatcher side, there are five certificates, including two management tracks – Public Safety Dispatch Supervisor and Public Safety Dispatch Manager/Director.

Winchester Police Communications Supervisor Rhonda Rogers said from a dispatcher’s perspective, the certifications transform dispatching from a run-of-the-mill job to a satisfying career.

“You will find that the people who are working toward and have earned these certifications are leaders within the telecommunications field,” Rogers said. “Each certification helps make telecommunications more of a career rather than just a job. Every career takes some sort of investment; taking these courses is merely an investment toward their telecommunications career.”

Danville Capt. Glenn Doan added that thinking outside the box is also a good when it comes to career development.

“I took more tactical and defensive tactics-oriented classes. I got good training and went to a lot of good courses,” he said. “When I started looking at career development, I knew I had to branch out. Anytime you branch out from your comfort zone, you’re going to learn, and it helped me to become more well-rounded. Now I’m into the leadership focus part of it.”

Hopkinville’s Noel said the most important factor about CDP is taking what you’ve learned in a classroom setting and applying it to the field.

“The knowledge I have gained through this program has helped tremendously,” she said, adding that the courses she’s taken have helped with everything from supervisory skills, to the day-to-day communication center operations.

“It has taught me how to deal with subordinates effectively and how to motivate them by adapting the appropriate leadership style to the demands of the situation,” Noel said.

The programs all are voluntary, and there is no additional cost for Kentucky officers or organizations to follow a specific track.

“The only cost is time to fill out the paperwork,” Boldt said.

The intermediate and advanced law enforcement officer certifications are among the most popular on the law enforcement side, he added.

“These certificates require the completion of training hours in technical, human or conceptual skills,” Boldt said. “There are a variety of courses that emphasize the technical and human skills, but I will say there are fewer courses to choose from in conceptual skills. For those who wish to earn their Advanced Law Enforcement certificate, it may be a little more difficult to locate a course that satisfies this requirement.”

The OKLECS website is the first step in the process.

“The first form I need is the participation form,” Boldt said. “That has a check list of all of the certificates the officer or dispatcher can achieve. The chief or sheriff signs, because we want the agency heads to know their officer or dispatcher has signed up for the program.”

There are three requirements for achieving certificates, Boldt said. Those requirements are training, education and experience.

Training must be OKLECS approved and experience must be full-time only. Additionally, courses for CDP are chosen by consulting the schedule books of the corresponding academies.

“Some certificates require a certain number of hours, say, in technical, human or conceptual skills,” Boldt said. “So if the applicant has a need to pick

up some hours within a particular skill, then they simply would consult the schedule book under the course descriptions where they can find the CDP skill classification.”

Boldt said most often, young officers will begin within the patrol career path, and he would advise them to begin with the Intermediate Law Enforcement Officer certificate, which is the prerequisite for the Advanced Patrol Officer certificate.

For a young dispatcher, the starting point would be the Intermediate Public Safety Dispatcher certificate, which opens the door for the Advanced Public Safety Dispatcher certificate.

“In most cases, the certificate requirements will keep the officer and dispatcher busy for a few years while they complete the requirements of training, experience and education,” Boldt said.

The programs offered by OKLECS build off one another, similar to how a freshman in college goes from a 101 course to advanced-level courses to obtain their desired degree.

“The program was designed in some ways to require certain types of training before moving on to other types,” Boldt said.

For instance, the Intermediate Law Enforcement Certificate requires 96 hours of training in technical skill and 64 hours in human skill training. Boldt said that makes sense because two vital skills a beginning patrol officer must possess are technical – a knowledge of operational and tactical abilities – and human skills, which incorporate skills in cultural diversity, communication and interviewing.

“The next logical step in the patrol path would be to earn the advanced officer, which requires an additional 64 hours of technical- and human-skill courses, as well as 32 hours in conceptual training, which presents courses that touch on leadership, organizing, planning or sharpening one’s abstract thinking abilities,” Boldt said. “All skills one would expect from an advanced patrol officer.”

Berea Police Capt. Kenneth Puckett said one of the biggest advantages of the program is it keeps officers focused on their goals.

“They keep you on the same career path,” he said. “Instead of taking a bunch of different classes, you start taking what is in your career path. If your focus is patrol, then you will start taking all of the patrol-level classes, or if you’re a detective, then you’re going to focus on all of the detective-level classes.”

BEYOND LAW ENFORCEMENT AND DISPATCHING

The certifications also serve officers and dispatchers well when they retire or leave the field.

“Common sense would dictate that more credentials and certifications behind one’s name may help,” Boldt said. “If I had two job candidates to choose from and

both were equally qualified in all aspects, except one had participated in CDP and taken the time and effort to organize and plan their training and education over the course of their career, I would most likely choose that person for the job.”

DOCJT Instructor Shawn Moore, who teaches in the Special Topics Section of the Criminal Investigations Branch, agreed with Boldt’s assessment.

Moore, a 13-year law enforcement veteran with the Richmond and Eastern Kentucky University police departments, said his CDP certifications set him apart from others seeking the position.

“Fortunately, I was a graduate of the Kentucky Criminalistics Academy Crime-Scene Technicians course,” he said. “As a graduate, I also was a certified crime-scene technician through OKLECS’s Career Development Program. Since the job description included all of the items covered in the certification through CDP, I feel that gave me an advantage when applying for the position. After I was hired, they made no secret of the fact that because of my training, field experience and the certification I received because of KCA, I was a top candidate for the job.”

Moore said his certification has paid huge dividends both as an officer and now as an instructor.

“Most importantly, the certifications have allowed me to feel confident teaching officers from across Kentucky,” he said. “The certifications add a certain level of reliability and validity when it comes to teaching officers who have just as much, if not more, experience in law enforcement as I do. One thing you can say about law enforcement officers throughout the state is they are sharp and they can tell if you know what you are talking about when you are in front of a class. The certifications I have, along with the field experience, go a long way in

Berea Police Capt. **KENNETH PUCKETT** said one major advantage of the Career Development Program is it helps officers continue to focus on their career goals. Puckett said his city’s willingness to offer a financial incentive is also a big plus.



showing [I am] qualified to instruct. I feel that is something that has helped me throughout my career.”

Sarah Powell, a telecommunicator instructor at DOCJT, said the benefits of certifications are many.

“It always looks good on a resume for the future if you go to another agency,” Powell said.

Another benefit is it encourages officers and dispatchers to earn college degrees, she said.

“That’s the reason why I was able to get them (her certifications) so quickly,” Powell said. “I didn’t graduate, but I had two years of college under my belt. So I got points from that, and my supervisor I worked for at that time was very proactive. I went through the academy before it was mandatory; all of us did.”

Prior to working as an instructor at DOCJT, Powell served as a dispatcher for the Lawrenceburg Police Department in Anderson County for eight years. She’s been with DOCJT for seven years.

She said most of the state’s 77 dispatch agencies have taken advantage of CDP.



Department of Criminal Justice Training Telecommunicator Instructor **SARAH POWELL** said most of the state’s 77 dispatch agencies have taken advantage of the Career Development Program.

FINANCIAL INCENTIVES

Boldt said many agencies throughout the state also offer financial incentives for officers and dispatchers who earn different certifications.

Ashland Police Chief Todd Kelly said the city has offered bonuses for seven years.

“You have to be employed at least one year,” Kelly said. “After a certain amount of time, depending on the classes and criteria you’ve met to get the certifications, Ashland gives \$100 for each certification up to

\$500. Some of us have gone beyond just to have them. However, the city has agreed to the incentive to further your expertise.”

Kelly said the local Fraternal Order of Police chapter worked out the incentive program in its collective-bargaining agreement with the city of Ashland, adding the program has served as a win-win for the city and its officers.

Berea Police Chief David Gregory said his city has a policy that financially rewards officers for completing certifications.

According to Berea’s policy, the first certificate earned under the CDP program will net an officer a 25-cent per hour raise.

“For all subsequent certificates, the officer will receive a one-time payment of \$700 for each certificate earned, that will be added to their next regular pay,” the policy reads.

Gray, whose agency gives a \$500 bonus for each certificate earned, said the incentive helps motivate officers to seek out the training.

“Former Danville Chief Jeff Peek put that in sometime around the start of the program,” Gray said. “He was big on the CDP program and I was his administrative sergeant then, so I was in charge of training. I started doing a lot of the work and scheduling people to go to the classes to get their pins.”

Danville’s Doan quipped that the bonus plan has officers clamoring for the classes.

“They would take four or five classes a year, and if you’d let them go to in-service training once a month, they’d go, especially when you start putting an incentive on training,” Doan said.

Powell said many 911 agencies also are offering incentives.

“Some agencies offer incentives for getting certifications, some will offer a raise, some make it a requirement for promotion and some will give extra days off for the person,” she said.

Rogers said Winchester was the first dispatch center in the state to offer an incentive program, and it has gone over well with the dispatchers.

“I encourage all my dispatchers to sign up for as many classes as possible to obtain their certifications,” she said. “Knowledge is power, and I want all of our employees to be the best they can be. The city of Winchester gives step raises for each certificate that is earned. We, as a communications center, take great pride in this program.”

Boldt said CDP has proven itself to be an invaluable resource for officers and dispatchers.

“Sometimes choosing a career path is like deciding which direction to go,” he said. “In these cases, I usually heed Yogi’s advice, which is, ‘When you come to a fork in the road, take it.’”

From Hodgepodge to Streamlined

CAREER DEVELOPMENT PROGRAM HAS COME A LONG WAY

For many officers and public safety dispatchers who are recent graduates of the respective academies, the anticipation and excitement of beginning ones career is at the top of their “to-do” list.

Serious thought of a career path had not yet sunk in, but thanks to a couple of Kentucky Department of Criminal Justice Training Instructors, that changed in the early 2000s.

The Office of Kentucky Law Enforcement Council Support Career Development Program provides structure to the training process through career tracking. However, the structure wasn’t always there.

The KLEC Career Development Program came about because of two instructors whose keen eyes noticed a disturbing trend.

“Back in the late 1990s, then DOCJT instructors J.R. Brown and Ron Godsey noticed many of their students were taking classes that had little to do with what the officers were actually doing on the street,” said Joe Boldt, OKLECS program coordinator.

Soon thereafter, the pair started researching training methods.

“They thought it would be better if there could be more congruence between subject matter learned and actual career paths,” Boldt said. “They began searching the country for concepts and programs that would address this dilemma and found seven states that had some sort of Career Development Program for police. So Kentucky became the eighth.”

Prior to CDP, Brown said training across the state was hodgepodge, and sorely lacked direction.

“It was hit or miss for the agencies,” recalled Brown, who retired in August 2016. “There was no incentive for them to have a career path. More than likely at that time, you’d go to teach in a class and you would have a detective in a fairly new patrol class, and he didn’t need that class.”

Godsey, who retired as investigations manager in 2012, said the reason the pair began “kicking around the idea” was twofold.

“We were teaching in-service classes around the state, and we just got to kicking it around that we felt like the officers needed an opportunity to improve themselves,” Godsey said. “It didn’t matter if it was crime scene (investigations) or patrol; they needed some kind of career path (training). We were looking at it in two ways. First, it would give officers an opportunity ... to progress in something they were interested in doing. Second, once you’ve got these

Written By
MICHAEL A. MOORE

“**THERE WAS NO INCENTIVE FOR THEM TO HAVE A CAREER PATH. MORE THAN LIKELY AT THAT TIME, YOU’D GO TO TEACH IN A CLASS AND YOU WOULD HAVE A DETECTIVE IN A FAIRLY NEW PATROL CLASS AND HE DIDN’T NEED THAT CLASS.**”

— J.R. BROWN, RETIRED DOCJT
DIRECTOR OF TRAINING, REGARDING
HOW TRAINING WAS PRIOR TO THE
CAREER DEVELOPMENT PROGRAM

people trained, we could use them as part-time instructors. If we were teaching a class in their area, and we needed some help, we could give them a call.”

However, the process wasn’t a simple one. Godsey said he and Brown made several pitches to the commissioner’s office before the idea began to take root.

“We sent it down to the commissioner twice, and it went nowhere,” Godsey said. “Nobody was interested. That was just the times. Some time after former Commissioner (John) Bizzack came to DOCJT, J.R.

said, ‘Let’s try it again. What the heck?’ We wanted to keep the idea out there. They paid attention and set up a group to kick it around and from there, they set up a committee, and put Joe Boldt in charge of it.”

Godsey said the committee came up with the program’s curriculum.

“The committee had other officers involved so they could say, ‘What do we really want this course to be?’” Godsey said. “How many hours and what does the subject matter need to be? That came about through the committee.”

After several years of research and pitching the idea, Gov. Paul Patton signed

the Career Development Program into law in 2003.

Since the program’s inception, personnel from 313 agencies in Kentucky have gone through the program and more than 4,000 certificates have been awarded to personnel in agencies statewide.

The program was rolled out in a staggered format in the first year, with 10 to 15 counties coming on board each month. By the end of 2003, all 120 counties were on board with the program.

OKLECS oversees training for Kentucky’s four academies – DOCJT, Kentucky State Police, Louisville Metro Police Department and the Lexington Police Department. All courses, regardless where offered, must be OKLECS-approved.

Brown and Godsey are pleased with how far the program has come since they formulated the idea in the late 1990s.

“It’s gone further than I thought it would,” Godsey said. “Many departments gave some pretty good raises and bonuses once they got certified.”

Brown agreed.

“I knew once it was organized it would be a success,” Brown said. “I give Joe (Boldt) a huge amount of credit to where the program is right now. He grabbed hold of it and took it to the next level. It has been a surprise to see how well it has worked out.”

NAVIGATING CDP

Education Key in Gaining Certifications

It doesn't matter if you're a first-year police officer or public safety dispatcher or you're at the mid-point of your career, it's never too late to look at a career path.

But getting ready to take that first step can look daunting on the surface when one looks at the various hours, educational points and courses a law enforcement officer or public safety dispatcher can take.

Joe Boldt, program coordinator with the Office of Kentucky Law Enforcement Council Support, said there is no reason for apprehension as the OKLECS's Career Development Program helps eliminate the guesswork.

Boldt said people like to have goals and look ahead to see where they are going. The CDP tracks gives them a road map to help them achieve their career goals.

"It's a building block-program," Boldt said. "There are three requirements for all certificates — training, education and experience."

Training and experience are obvious, training would include basic and in-service training, whereas experience equates to time on the [job].

Education, however, varies, as some people have college degrees while others do not.

"Education can be either college or educational points," Boldt said. "The reason we did the point system is that not everyone has a degree. We had to find another way to qualify educationally to get these certificates."

Education points can be obtained two ways:

- **Through the training transcript at the rate of one educational point for every 15 hours of training. This includes academy training hours, so as the officer or dispatcher comes out of the academy, they already have 61 points as an officer and 13 points for a dispatcher.**
- **Through college hours at the rate of one educational point per one-semester hour completed. So if a person has 25 college semester hours that equates to 25 educational points.**

The points from a person's training transcript and from college can be added together for a points total. Then, as long as the individual has enough points to match their years of full-time experience, they are good.

"Remember that meeting the educational requirement with points is only necessary if one does not have a degree," Boldt pointed out.

Boldt said the way the system is set up encourages people to obtain college degrees while at the same time providing an achievable means to further their career.

Using the Intermediate Public Safety Dispatcher as an example, dispatchers must have a minimum of three years full-time experience and 30 educational points under their belts before they can earn this certificate.

"It's almost impossible without some college to get 30 points in three years," Boldt said.

"(The program) provides an incentive to get into college," Boldt said. "Even a three-hour online course will get you three education points, and you've completed the three-hour online course while you're working."

Law enforcement officers can earn educational points the same way, Boldt said.


Boldt said degrees such as associate's and bachelor's streamlines the process in meeting the educational points requirement in the CDP.

"It does speed things up," he said. "If you're hired by an agency and already have a degree, that degree, no matter what level, would count toward your educational hours. As long as it's from an accredited college, it will be accepted. A copy of the official college transcript is required."

Boldt said unlike the OKLECS-approved courses — which cannot be used more than once to satisfy the training requirement — degrees and points are reusable.

"When one uses a course to satisfy the training requirement for one certificate, that course cannot be used again for any subsequent certificate," Boldt said. "To use a college analogy, colleges aren't going to allow you to take basket weaving 10 times to earn your degree; you take it one time and it's done. Degrees or educational points can be used repeatedly for all certificates to satisfy the educational requirement."

Using the tried and true methods of the career development program, Boldt said the means of obtaining certification is not complicated.

He said if law enforcement officers and public safety dispatchers follow the plan, then their journey toward certifications can be a seamless experience. 

Written By
MICHAEL A. MOORE

“ EDUCATION CAN EITHER BE COLLEGE OR EDUCATIONAL POINTS. THE REASON WE DID THE POINT SYSTEM IS THAT NOT EVERYONE HAS A DEGREE. WE HAD TO FIND ANOTHER WAY TO QUALIFY EDUCATIONALLY TO GET THESE CERTIFICATES.

— JOSEPH BOLDT, PROGRAM COORDINATOR



EVERYDAY HERO

Jessamine County Chief Deputy
ALLEN PEEL

Written By
MICHAEL A. MOORE

Photography By
JIM ROBERTSON



When Jessamine County native Allen “Doodle” Peel graduated high school in 1978, he quickly realized he was like a ship without a rudder to guide himself. So Peel spent the next 10 years trying to figure out what he wanted to do in life. That decade featured a series of dead-end jobs and even a short period of time farming. However, in September 1988 — when a former Jessamine County Sheriff called — the man known locally as Doodle, now 57, found his calling. Some 28 years later, Peel continues to serve the community he loves, most recently in his role as chief deputy. During his time with the Jessamine County Sheriff’s Office, Peel pretty much has done it all, from serving papers and conducting traffic stops to murder investigations and arresting ‘Elvis.’

(LAUGHING) MY MOM NICKNAMED ME DOODLE WHEN I was a baby, and it stuck. Nobody calls me Allen around here — it’s Doodle. She told me the story one time. She said she saw me laying there and I looked like a little doodle bug doodling around, and boy did it stick.

I WAS 28 AND I WORKED DIFFERENT JOBS, I FARMED some, and I worked in a few factories. However, I really didn’t have a career at the time. Then Steve Walker called, and [law enforcement] turned into one. He needed deputies; a few guys left, and he needed manpower at the time. He called me and asked if I’d be interested, and I said, ‘I’ll think about it.’ That was 28 years ago.

BACK THEN, WE LEARNED ON THE JOB. IN EARLY deputies’ trainings, there was a sheriffs academy at Western Kentucky University. I graduated from there in 1991. Of course, ever since mandated training, we go to DOCJT.

I WAS A TYPICAL ROAD DEPUTY. I SERVED PAPERS, answered calls and worked nights when I first started. When I started, we had two cruisers and four deputies. Now we have 32 sworn deputies and 29 vehicles in our fleet, so we’ve grown by leaps and bounds.

TECHNOLOGY HAS CHANGED THE JOB A LOT. THE LeadsOnline program has allowed us to recover property that has been stolen. We have recovered property that people didn’t realize was stolen from them. It’s been a huge help. It has helped us track down a number (of incidents) that we couldn’t imagine. It’s an online website, and it allows us to check names of suspects and thefts, and items that were taken. Not all counties participate, but we’re trying to get a statewide law where all pawn shops have to participate (in the program) and it recently passed the House Standing Committee on Judiciary.

I ENJOY HELPING THE PUBLIC. MY BEST DAYS ARE knowing that I helped someone and they’re satisfied with how I did my job. That means a lot. When someone you’ve arrested comes up to you at Wal-Mart, thanks you and shakes your hand, you know you did your job in a way that people understand — that is a great feeling.

MY WORST DAY? I REMEMBER IT WAS A CLEAR, SUNNY day (November 2001). I was transporting prisoners when the call came out that there were shots fired. Deputy (current sheriff) Kevin Corman and another deputy ran out of the courthouse,

and I said, ‘What’s going on?’ and they said there was a shootout on River Road. The jail deputies came to the courthouse to take the prisoners, and I went down to River Road. That was the most mind-numbing day I can remember. That was the day Capt. Chuck Morgan and Deputy Billy Ray Walls were shot and killed and Deputy Sammy Brown was wounded. They were serving a warrant. You would not consider it a high-risk warrant; it was a terroristic-threatening warrant.

I REMEMBER ONCE, ABOUT 25 YEARS AGO, I WAS AT A murder scene about five minutes before it happened. I turned and went by a store, and a man was putting air in his tires. There was an older man in the front yard of a house that sat behind the store, but there was nothing going on. I was on an alarm-drop call, and I went to the store and checked all the doors and windows and everything was fine. I left and, a few minutes later, then-Sheriff Joe Walker called me and said I needed to get back down to the store because there had been a shooting.

WHEN I GOT BACK THERE, THE MAN WHO WAS PUTTING air in his tires was laying there; he had been shot in the head. They said the elderly man shot him and took off in his pickup. EMS already was there with the other man, and I took off after the man in the truck. One of our deputies, Lowell Conley, was coming from town and pulled the guy over, and I pulled in behind Conley. We walked up to the truck and the man had a .357 in the front seat, and we arrested him. The man was 78 and had dementia. He died before he went to trial. I think he had it in his mind that the other guy had laid some phone books on his front porch, and he got mad about that and went over and shot the guy. He died in jail, and no trial took place. It was a senseless murder.

I’VE HAD SOME INTERESTING ARRESTS, TOO. ONE OF THEM made the World’s Dumbest Criminals. (An Elvis impersonator) came to court and Deputy Gerald Wheeler and I arrested ‘Elvis’ in district court. Elvis said to me, ‘Please keep my cape for me.’ He said it was a very expensive cape, and I said, ‘I will; I’ll watch it for you, Elvis.’ He came to court under the influence in 2008. That made national news.

THERE ARE SOME THINGS OF THE JOB I WOULD MISS, AND, of course, there are some things that I wouldn’t miss. Retirement is the great unknown, and I’m not ready to test it yet. I hope when that time comes, people will remember me as honest and trustworthy, that I always tried to do what was right and helped the residents when they needed help. 🐾



“**WHEN SOMEONE YOU’VE ARRESTED COMES UP TO YOU AT WAL-MART, THANKS YOU AND SHAKES YOUR HAND, YOU KNOW YOU DID YOUR JOB IN A WAY PEOPLE UNDERSTAND — THAT IS A GREAT FEELING.**”

2017 NEW KENTUCKY LEGISLATION

A SUMMARY OF NEW LEGISLATION THAT AFFECTS LAW ENFORCEMENT ENACTED BY THE 2017 KENTUCKY GENERAL ASSEMBLY. UNLESS OTHERWISE INDICATED, NEW STATUTES ARE EFFECTIVE AS OF JUNE 29, 2017. A FULL SUMMARY OF ALL NEW LEGISLATION IS AVAILABLE ONLINE AT DOCJT.KY.GOV/LEGAL/.

SENATE BILLS

SB 3 PUBLIC SECTOR RETIREMENT (EMERGENCY)

Under specific circumstances, a member of the public may obtain information concerning the retirement benefits of a KERS/CERS member.

SB 32 DRUG CONVICTION DATA

The Administrative Office of the Courts will send data to the KASPER system concerning individuals convicted within the previous five years of felony and Class A misdemeanors that involve KRS 218A offenses, to allow queries by patient name to receive that information.

SB 42 ASSAULT

Amends KRS 431.005 to allow arrests for misdemeanor assaults anywhere on the premises of a hospital, including the parking lots.

SB 73 AUTOCYCLES

Creates a new category of vehicles, an auticycle. An auticycle is registered as a motorcycle, but neither head-gear nor a motorcycle license is required.

SB 91 COURT-ORDERED MENTAL HEALTH TREATMENT

Allows officers (and others) to file a petition for court-ordered outpatient mental health treatment. A sheriff (or other peace officer) may be ordered to transport for an examination or the individual may be summoned for examination, and if they fail to appear, may then be ordered transported.

SB 120 CORRECTIONS

Allows arrest on nonpayment of fines. Expects law enforcement personnel from provisions that prohibit a professional/occupational license from being denied for a criminal offense.

SB 176 MILITARY SURPLUS VEHICLES

Allows the registration of military surplus vehicles by the general public. Certified inspectors should see the vehicle (with title and supporting documents) prior to registration by the county clerk. A separate inspection form may be created by the Department of Transportation.

SB 189 OPERATOR'S LICENSES

Allows for notations on Kentucky operator licenses that bearer is deaf or hard of hearing. It is optional for the driver to do so.

SB 195 JUVENILE EXPUNGEMENT

Creates process for expungement (under certain circumstances) of a juvenile record. The expungement serves to vacate underlying adjudication.

SB 224 CIVIL LITIGATION / SEXUAL ABUSE

Allows for civil litigation for adult victims of sexual abuse and redefines injury/illness to cover physical and psychological injuries for the purposes of this statute only. It establishes a five-year statute of limitations. No underlying criminal action is necessary.

Written By
SHAWN HERRON
STAFF ATTORNEY





HB 38

HOUSE BILLS

HB 1 RIGHT TO WORK (EMERGENCY)

Prohibits requiring employees to join any form of collective bargaining unit for employment. However, no strikes or work stoppages are permitted by public employees.

HB 14 HATE CRIMES

Allows enhancement of a penalty when a peace officer, firefighter or EMS crew member is assaulted on duty.

HB 26 SHERIFFS

Repeals the provision that sheriffs are to visit and inspect dance halls and roadhouses.

HB 38 SEX OFFENDERS

Prohibits sex offenders from residing within 1,000 feet or being in a publicly-owned playground without specific permission.

HB 67 AUTOPSY RECORDS

Prohibits the release of autopsy images except under specific circumstances.

HB 74 BLUE LIGHTING

Requires headlamps to emit only a white light. Some amber, yellow or bluish tint is allowed, if original equipment. Prohibits any covers or film that will change the color of the headlamp. Any solid blue lights or lighting are prohibited.

HB 93 SERVICE ANIMALS

Amends Assault on a Service Animal to allow for a



HB 93

felony if the animal is seriously injured, even if it is able to return to service. This does not include Assistance Animals as described in KRS 258.500.

HB 112 DOGS

Extends the status of ownership of a dog to include when someone permits the animal to remain on or about premises leased or occupied by that individual.

HB 144 MOTOR VEHICLE

Requires slow passage around stopped waste-collection vehicles.

HB 158 CONTROLLED SUBSTANCES

Requires drugs to be scheduled in the same way it is done in the federal Controlled Substances Act – but allows the Cabinet for Health and Family Services to seek a higher classification if appropriate. Includes a discussion of definition of anabolic steroids.

HB 174 OVERWEIGHT VEHICLES (FEED)

Allows a 10 percent overage for state roads for vehicles hauling feed for livestock or poultry.

HB 184 OVERWEIGHT VEHICLES (METAL)

Requires permits for vehicles hauling metal commodities when the weight is between 80,001 and 120,000. Increases height permitted for car carriers to 14 feet.

HB 192 FOSTER YOUTH LICENSE

Sets requirements to allow a foster child to obtain an operator's license.

HB 200 ANIMALS (HORSES)

Allows for restitution of expenses incurred when horses are abandoned (food, shelter, veterinary care, etc.)

HB 215 VEHICLE-ACCIDENT REPORTS

Clarifies that news-gathering organizations may be provided information on motor-vehicle accidents. Defines news-gathering organizations.

HB 222 SHOCK PROBATION

Eliminates shock probation for individuals convicted of Manslaughter or the equivalent degree of Fetal Homicide.

HB 225 PEACE OFFICER JURISDICTION

The U.S. Mint Police have been added to the list of federal peace officers with some degree of state peace officer jurisdiction.

HB 265 OVERDIMENSIONAL VEHICLES (EMERGENCY)

Defines the term “nondivisible loads.”

HB 314 CONTROLLED SUBSTANCE MONITORING

Requires medical practitioners to report the dispensing of Schedule II at any licensed facility and any Schedule II through V substances through the ER, but Schedule III through V is only required if the amount would cover more than a 48-hour dosage. Allows federal prosecutors to get KASPER information. Allows data to be used to review birth mothers whose babies have neonatal abstinence syndrome.

HB 333 CONTROLLED SUBSTANCES

Adds definitions for Fentanyl, Fentanyl derivatives and Carfentanil to KRS 218A. Provides for possession of industrial hemp in defined circumstances. Adds any quantity of the same substances to KRS 218A.1410 (Previously Importing Heroin) and adds the same substances (and heroin) to Trafficking 1st degree. Defines quantity of the same substances needed for the charge of Aggravated Trafficking.

HB 337 EMPLOYMENT CONTRACTS

Eliminates prorating of peace-officer contracts. This applies only to contracts entered into after the effective date of the statute.

HB 378 ACCIDENT REPORTS

Provides for OSHA to obtain free motor-vehicle accident reports when appropriate.

HB 404 COMMERCIAL DELIVERY VEHICLES

Allows for the use of low-speed vehicles, golf carts and

utility vehicles for the purpose of delivering packages and express mail.

HB 410 REAL ID (DELAYED ENACTMENT, JANUARY 1, 2019)

Changes the process of obtaining operator's licenses in compliance with Real ID mandates. Provides for issuance of IDs to felony offenders upon release. Provides for issuance of voluntary child ID cards. Allows some military licenses to be issued without photographs. Military members have up to 90 days upon return from deployment to renew operator's license. Veterans may request veteran status to be denoted on operator's license. All IDs covered under this law may be issued as a document that may, or may not, be used for federal-identification purposes to obtain voluntary travel ID status – passport, certified birth certificate or permanent resident documentation. Operator's licenses and personal-identification cards shall be valid for eight years.

HB 417 LAW ENFORCEMENT CONCEALED CARRY

Creates a criminal penalty when an individual or business interferes with an off-duty or retired officer (carrying under LEOSA).

HB 524 HUMAN TRAFFICKING

Adds Promoting Human Trafficking to the list of offenses in KRS 17.500. Adds a more detailed definition to serious physical injury in KRS 500.080 when a child 12 and under is involved.

HB 540 AVIATION SAFETY

Creates definitions related to unmanned aircraft (unmanned aerial vehicles/drones). Allows certain commercial airports to create unmanned aircraft facility maps. Criminalizes flying UAVs in designated areas.



HB 314

TIPS FOR COURT PREPARATION

As the celebrated tennis player Arthur Ashe once said, “One important key to success is self-confidence. An important key to self-confidence is preparation.” Preparing for court is a critical part of the process for law enforcement officers. The importance of exhibiting confidence in yourself, your actions and your case cannot be overstated.

Despite what citizens see in TV shows about law enforcement, local and state peace officers in Kentucky generally spend very little time testifying in court and far less time in a trial in which a jury is present. As such, like anything else done rarely, it is important to review some basic rules when it does happen.

Certainly, preparing for court starts the moment the underlying situation, arrest or incident occurs, with the writing of a good report and collection of evidence and documentation needed to support the citation or arrest.

But once an officer gets the subpoena to appear, a few tips are in order.

PRIOR TO THE DAY OF TRIAL

In most criminal trials, there will be one or more pretrial proceedings that occur before the actual trial. In many, officers aren’t expected to appear, but it is important to check with the prosecutor before any testimony to ensure no decisions were made that may affect what can or, more importantly, cannot be said.

First, read your arrest or citation, and any supplemental reports, carefully. The initial event may have occurred months or even years before the case makes it to a hearing, let alone a trial. In fact, you may have had subsequent interactions with the defendant.

You should make contact with the prosecutor who sent the subpoena. There may be little to discuss, but touch base. Make sure the prosecutor has all the paperwork, as the prosecutor has a legal obligation to share that documentation with the defense.

Officers should ensure any physical evidence needed in the case is available and is transported to the courthouse.

Read the applicable Kentucky statute (and make sure it was the statute in effect at the time of the incident) and ensure you can apply the facts in your case to each of the elements needed to support all of the charges placed.

When you get to the courthouse, have your ‘court face’ on. As soon as you arrive, even before you enter the building, anyone you encounter might have some role in the case in which you are testifying. Most importantly, he or she may be a juror.

ON THE STAND

When you approach the witness stand, you will be expected to take an oath or affirmation. Look at the

individual presenting the oath, usually the court clerk, listen intently and then respond with a strong, “I do.”

To the extent possible, also make eye contact with the jury. It is easy to become focused on the attorney asking the questions and forget your audience is the men and women of the jury. Make an effort to look over and actually connect with the jury, especially when you are giving a longer, narrative answer. Strive to tell a story to the jury, not just answer questions, especially during the prosecution’s questioning.

Although you are permitted to refer to your documents while on the stand, you should know your case well enough to avoid constantly referring to your documentation for details. If you do need to check on a detail, do not read from the document itself. Once you have found the information in the document, look up and at the jury (if a jury is seated) and give the information.

Be mindful of the hearsay rule – avoid repeating what someone else told you unless you have discussed it in detail with your prosecutor beforehand. There are exceptions to the rule, but they can be highly technical. Often you can convey the information without repeating what was said. For example, you might say, “We learned through our investigation the defendant was seen in the area,” rather than “Witness X said he saw the defendant in the area.” It is particularly important to avoid repeating statements by co-defendants that incriminate each other.

The defense attorney is permitted to ask you a leading question, but sometimes a simple yes or no isn’t a sufficient and complete answer. In such cases, respond yes or no first, to avoid appearing evasive. Then the judge will allow you to give more information, if appropriate, to ensure a complete response.

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ALTHOUGH YOU ARE PERMITTED TO REFER TO YOUR DOCUMENTS WHILE ON THE STAND, YOU SHOULD KNOW YOUR CASE WELL ENOUGH TO AVOID CONSTANTLY REFERRING TO YOUR DOCUMENTATION FOR DETAILS.

As a rule, when being asked questions by the defense, keep your answers short.

Maintain your composure at all times. Some defense attorneys will push an officer’s buttons, pushing the witness into showing anger. Simply make up your mind that no matter what, you won’t let them do so. If you’ve never faced a particular attorney, you can ask other law enforcement officers in your county. Someone should be familiar with a particular defense attorney’s tactics and can prepare you for what he or she may try.

Remember, peace officers are the face of justice. The jury will be looking to you to provide the facts. Doing so in a professional manner greatly will increase the chances the jury will look with favor on your case. 🐾

Written By
SHAWN HERRON
STAFF ATTORNEY



A CORD of THREE STRANDS

**A Profile of Operation UNITE's
14-Year History in Helping Rid Eastern
Kentucky of Its Drug Epidemic**

Operation Unlawful Narcotics Investigations, Treatment and Education (UNITE) President Nancy Hale has actively worked with UNITE for 12 years, from volunteering at her local Rockcastle County coalition to serving as co-program director of UNITE's Service Corp initiative. After more than three decades in public education, Hale's knowledge of how to educate young people and her intense passion from her first-hand knowledge of battling addiction in her family, create a recipe for success for this eastern-Kentucky organization. Joined by Deputy Director Tom Vicini and Education and Treatment Director Debbie Trusty, the three discussed UNITE's biggest successes, the implementation of dozens of programs that affect thousands of students across their region and the deep pathways they're making in drug-abuse prevention and education in Kentucky's 5th Congressional District.

HAVING JUST CELEBRATED ITS 14TH ANNIVERSARY, WHAT HAVE BEEN THE BIGGEST KEYS TO UNITE'S SUCCESS?

President Nancy Hale: I think the biggest key to success has been the coalitions in each county. Those are the people who are living this problem every day in their homes, churches, communities and schools. They are the ones who really hold us accountable, who want to do something, but just need guidance and leadership.

Second, is the holistic aspect of UNITE. There is no other organization like UNITE that has taken law enforcement, treatment and education and has them all working together.

Education and Treatment Director Debbie Trusty: Hearing parents go from talking in terms of, 'When

my child has a drug problem or when they start experimenting,' to, 'This is what I do to prevent them from doing this,' that is a huge cultural change.

Also, people now in our region realize addicts have a disease, they are not bad people. UNITE has been very successful in lifting that stigma and realizing we all have a responsibility for that person coming back to the community. And also realizing a lot of these kids come from homes where they have a very difficult chance, and understanding it's not just their kids or her kids, it's *our* kids.

Operation Unite has developed this Hope Wall displaying the faces of successfully recovering drug addicts in their region. Giving hope to the 5th Congressional District is UNITE's primary goal in its efforts to rid eastern and southeastern Kentucky of the drug epidemic.

DALE MORTON / UNITE

Deputy Director Tom Vicini: I'll build on what Nancy said about coalitions – UNITE empowers people in the community to do something about the drug problem. We give them funding so they actually can do something, not just talk about it. They tell us what they're going to do and we give them money so they can establish prevention programming in their communities. And then we guide them through those programs.

Second is the major influence we've had on young people in our 32 counties through our programming. Those programs have built up to where young people know about UNITE, our brand and what we stand for. We've helped change their attitude about substance abuse.

Hale: I think another major success is we have given students the facts, using what we've learned from science. These young people are intelligent and they want to know more.

A couple years ago, I was in Pike County giving presentations in the On the Move trailer to about 15 sophomore boys. We were having a really good discussion as we went through the PowerPoint, and they were throwing out some heavy questions, particularly about marijuana. I said, 'Let's look at the facts and studies. I can tell you what the American Medical Association says, the National Institute of Health and National Institute of Drug Abuse says.'

One of those is a New Zealand study which followed participants from the 1970s until now, to show consistent smoking of marijuana actually lowers IQ, and you don't get it back. After we finished and the boys were leaving, one of them walked up and you could tell he was angry. He said, 'I want to tell you two things. First, I have smoked pot, but I am not going to smoke it anymore – my goal in life is to get smarter not dumber. The second is a question, why has no one told me this before?'

All I knew to do was apologize – we've done a really poor job in our schools and communities telling kids the facts. His question has haunted me. UNITE has been successful because we deal with evidence-based facts.

IN A RECENT CONGRESSIONAL SUBCOMMITTEE MEETING YOU SAID THE LONGER YOU WERE INVOLVED IN FIGHTING THE OPIOID EPIDEMIC, THE MORE CONVINCED YOU WERE THAT K-12 EDUCATION WAS THE KEY TO SAVING THE NEXT GENERATION. WHAT ARE UNITE'S PRIMARY WAYS OF EDUCATING THE K-12 POPULATION, AND WHAT MEASURABLE SUCCESSES HAVE YOU SEEN IN THESE EDUCATION EFFORTS?

Hale: We're still working on trying to convince the Kentucky Department of Education and our general assembly that we need a K-12 prevention curriculum. There are programs that are developmentally, age and

culturally appropriate that start as early as preschool and build that foundation.

There are many other things we already are doing. One is an Americorp program called UNITE Service Corp. The 54 Americorp members working in elementary schools in southeastern Kentucky provide math tutoring. We perform pre- and post-testing. The University of Kentucky compiles data for us, and we've seen more than a 30-percent increase in student math performance. In addition to math tutoring, they teach a curriculum called Too Good for Drugs to every fourth grade student (in Pike County it is fourth and fifth grade.) Students have shown a 35-percent increase in awareness with this program.

“ INVOLVEMENT IN UNITE OR ANY OTHER PREVENTION PROGRAM IS THE ULTIMATE COMMUNITY POLICING WHERE YOU CAN GET POSITIVE AFFIRMATION THAT WHAT YOU'RE DOING IS WORKING. ”

— TOM VICINI, DEPUTY DIRECTOR

Then there's On the Move, which Tom (Vicini) directs, working with Mark Davis. That's our mobile prevention unit that targets seventh and 10th-graders. Some students are in our On the Move mobile trailer where we present a PowerPoint, like I mentioned earlier.

While some are in the trailer, other students are in the gym going through simulated activities with driving-impaired programs, marijuana goggles and fatal-vision goggles. There also are small-group sessions where they talk about consequences.

Vicini: One of the things that's really important to us is having our law enforcement group as part of this program to tell the kids about DUI laws and how they affect them. They do a really good job of letting students know the consequences of driving under the influence, and how it will affect the rest of their lives.

Hale: I have seen so many young people who were stellar athletes, top of their class and academically strong, who lost everything. There are a lot of things in education – and I was in education for 34 years – that are



UNITE President **NANCY HALE** has served the organization in multiple ways for 12 years. As the mother of a recovering addict, Hale said at an Angel Initiative forum, "I am a mom who has seen and felt that pain, and I don't ever want another parent to face that."

important. For example, requiring every child to be certified and trained in CPR, there may be situations where that's an important thing to know. But this is something that is urgent. We're losing so many young people, we're losing their families. We have to act urgently upon prevention.

We have to get proactive – we have to get ahead of it. The way we will do that is with that captive audience in school and starting young enough. We know that the average age of first time drug use in eastern Kentucky is 11. So if we're waiting until eighth grade when they are 13 and 14 years old, we've missed it already.

Vicini: We also have UNITE clubs in elementary, middle and high schools. This year we have 96 clubs with 7,068 students, grades fourth to 12th. UNITE Club participants do a service component and a mentoring component. It's not just a club where you get together and talk about things and design posters. They're involved in sharing with their peers, which is an especially-critical component of spreading your message because they will listen to students quicker than they will adults.

Hale: There is a coalition-supported program in Rockcastle County I've been really proud of the past few years. The high school football coach's wife, who is a fourth-grade teacher, said she had all these boys who didn't want to learn how to read and didn't think it was important. All they wanted to do was play football and get their driver's licenses. So the coach began taking his football players into the fourth-grade classrooms, reading to the kids and talking about how you have to have passing grades to get your driver's license. You can't play if you're failing classes.

“

UNITE HAS BEEN VERY SUCCESSFUL IN LIFTING THAT STIGMA AND REALIZING WE ALL HAVE A RESPONSIBILITY FOR THAT PERSON COMING BACK TO THE COMMUNITY. AND ALSO REALIZING A LOT OF THESE KIDS COME FROM HOMES WHERE THEY HAVE A VERY DIFFICULT CHANCE, AND UNDERSTANDING IT'S NOT JUST THEIR KIDS OR HER KIDS, IT'S OUR KIDS.

— DEBBIE TRUSTY, EDUCATION AND TREATMENT DIRECTOR

Out of that he developed Rocket Readers. He takes senior basketball, football, volleyball, swim and golf team members into fourth-and-fifth grade classrooms. The coalition buys them a kit of books and they go in and read to the kids and talk to them about the choices they make. They wear their jerseys, and those kids listen to them. And those young people at the same time now have a responsibility as role models. They have to be thinking about the choices they make, too.

Vicini: I think it would be amazing to know that number of how many young people we have helped prevent from using drugs. I wish we knew that number.

One more program, Give Me a Reason, distributes free drug-testing kits, furnished by the Appalachian High-Intensity Drug Area. It's a prevention tool for parents. Many kids start using drugs when they run around with their friends who have started experimenting and they say, 'You need to try this.' Well if there is a drug-testing kit sitting on the kitchen table, mom and dad can tell their children, 'If you come in here acting funny, I have a kit right here, I can test you.' It's a saliva-based test, so it's not invasive. In roughly 20 minutes you can find out whether or not your child has been experimenting with drugs. You can get early intervention if you have to use it. But hopefully you'll give your child a reason to say no, instead.

THE FIRST PART OF UNITE'S MISSION STATEMENT IS TO RID COMMUNITIES OF ILLEGAL DRUGS THROUGH UNDERCOVER NARCOTIC INVESTIGATIONS. HOW DOES UNITE PARTNER WITH LOCAL LAW ENFORCEMENT IN THESE INVESTIGATIONS?

Hale: When UNITE started 14 years ago, it was really heavy on law enforcement and it had to be. If you read those articles in the Lexington Herald-Leader, they talk about the corruption and the drug dealing that was going on. As Congressman Hal Rogers says, there were a lot of bad actors who needed to be taken off the streets. So we had 35 undercover detectives and inter-local agreements with all of the sheriffs' offices and chiefs of police in all 32 counties we serve, so these guys could work across county lines.

We're not as heavy on law enforcement now for several reasons. We really began to get a good grip on everything. Other law enforcement officials began picking up and working hard, too. Then with our funding being cut, that was one of the first areas that was adversely affected by the budget cuts.

Now our detectives, except one, are assigned as DEA task-force officers. Instead of focusing on local, street-level dealings within the jurisdiction, they now work with the local law enforcement agents to decide what might become a federal case and get the bigger players. Our agents are involved in coordinating between the DEA and larger investigations and building those bigger cases.

Vicini: We've just hired a law enforcement manager to be the liaison between UNITE and local law enforcement and to work with drug courts and education efforts in the schools. He also is in charge of our Take-Back program.

He maintains the drug tip line. Every day, he checks the messages and contacts the appropriate agency to



deal with the information. He may be calling 25 counties a day giving them information we've received over our tip line.

IN UNITE'S PARTNERSHIP WITH THE KENTUCKY STATE POLICE IN THE ANGEL INITIATIVE, WHAT IS UNITE'S ROLE, AND WHAT ARE YOUR HOPES AND GOALS FOR THE PIKEVILLE PROGRAM?

Hale: We knew about the Angel Initiative because Leonard Campanello (former chief in Gloucester, Mass.) who developed the program presented it at the national drug summit a few years ago.

Commissioner Rick Sanders wanted to pilot it in Pike County. His goal is to have it at all 16 posts, and that's our goal, too. Even though not all those other posts are in the 5th Congressional District, what happens in Richmond, for example, still affects us.

Debbie (Trusty) was talking about social change – for people who are in crisis to go into the state police post and say, 'I need help,' is going to be a real cultural change. Our young people will see that officer is there to protect them, and he does that in many ways. He may do it by arresting drug dealers, those people who need to be off the street. But he also may do that by helping that person get into treatment.

ARE THERE WAYS LAW ENFORCEMENT ENTITIES CAN SUPPORT UNITE'S EFFORTS APART FROM INVESTIGATION AND INTERDICTION EFFORTS?

Hale: I think education programming, awareness in the community and supporting the Take-Back program.

Vicini: When we have community meetings, we always try to include law enforcement because we want them to provide relevant information about what's going on in their county. People need to know what is most prevalent in their county. And again, their efforts and prevention working with the coalitions and being a part of what's going on in that community is vital. We need their support and their activity. We want people to see them and respect them for the great job they're doing.

There has been a lot of bad publicity on policing throughout the country over the past couple of years, but we see them from a different view point. We see people who really care about their citizens and want to make a difference. We want to highlight that and allow them to get out, work among the people and provide programming. They are doing a very good job of getting involved with their local coalitions and we want to increase those efforts.

Involvement in UNITE or any other prevention program is the ultimate community policing where you can get positive affirmation that what you're doing is working.

Hale: It's amazing to think about how much UNITE actually has its hands in. With the small team we have, we can't do it all. It has to have the involvement of everybody, and law enforcement is one-third of that.

(L-R) UNITE Deputy Director **TOM VICINI**, President **NANCY HALE** and Education and Treatment Director **DEBBIE TRUSTY** stand in front of the organization's On the Move trailer. The trailer is used to travel throughout UNITE's district teaching students about drug and alcohol impairment and the dangers of abuse and addiction.

SPOTLIGHT ON: WARREN COUNTY SHERIFF JERRY “PEANUTS” GAINES



AT A GLANCE

**YEARS IN LAW
ENFORCEMENT:** 40

**LAW ENFORCEMENT
EXPERIENCE:**
First elected sheriff in
1978; Warren County
magistrate 1970-1973;
Interim jailer of Warren
County three times

EDUCATION:
Bowling Green
High School

TEAMWORK

Warren County enjoys an atmosphere of teamwork not only within its law enforcement community, but also with all public-safety agencies. Warren County has five law enforcement agencies, multiple federal and state law enforcement agencies, emergency medical services, and 10 fire departments. All of these agencies work together to make the Warren County community a great place to work and live. The Warren County Sheriff's Office works daily with local drug task forces, animal control and emergency management. As of 2016, my office provides law enforcement services to the Bowling Green-Warren County Regional Airport.

COMMUNITY OUTREACH/SERVICE

We have school-resource officers in all five county high schools. Those deputies not only assist with extracurricular activities, but also mentor students in other programs. Capt. Joe Jakub was instrumental in creating the Reach For Your Dreams program with the National Sheriffs' Association as an alternative to D.A.R.E. We recently have partnered with our county parks department and have a full-time deputy assigned to the parks. The deputy liaisons with the parks, and provides an extra measure of security and safety to the community. I created a Cold Case Squad of retired officers to assist in investigating cases that need a fresh look. We also participate in Neighborhood Watch and work with our local Crime Stoppers program. Each year we ensure children are able to attend camp at the Kentucky Sheriffs' Association Boys' and Girls' Ranch by providing transportation and collecting donations for fees. In 2014, my staff worked with the Kentucky Association of Chiefs of Police and obtained accreditation. The Warren County community is one of the only ones in the commonwealth that has an accredited sheriff's office, police department and university police department.

OFFICER SAFETY NUGGETS

We strive to ensure our deputies and court-security officers receive the most current training available. Situations go a lot better when you treat people with dignity and respect.

INTERESTING FACTS ABOUT THE AGENCY

Many people have rated our office as the best full-service sheriff's office in the state of Kentucky. I credit the success of my office to the hard work of my staff. Without them, I wouldn't be where I am. The Warren County Sheriff's Office has the best tax collection average in the commonwealth at 99.6 percent.

THE ELDERLY

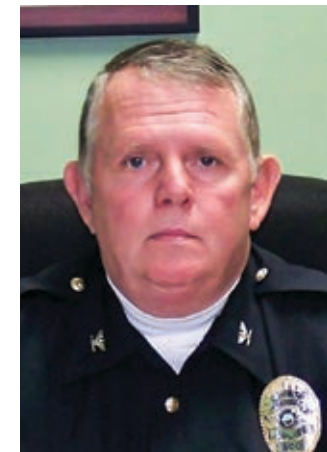
We participate in the National Sheriffs' Association Triad program. We go into our elderly community and assist them with transportation so they can purchase groceries and other necessities. Many of these individuals depend on us to provide this service because they have no other help. Through our work family, we have partnered with Home Instead Senior Care to help with the Shop for a Senior program to ensure many who would be left out at Christmas are remembered. We help with purchasing and transportation of gifts.

LAW ENFORCEMENT WISDOM

As the sheriff of Warren County, I am plain spoken. I work for the people of Warren County, and I never forget that. I tell my staff to treat people the way they want to be treated. I want my staff to remember a lot of times we are dealing with people when they might not be in the best spot in their life, like an arrest or eviction. Because they've had contact with the Warren County Sheriff's Office doesn't mean they are bad people, and they don't deserve to be treated that way. If we have a positive encounter with them, it can help that next person who has to deal with them.



SPOTLIGHT ON: CAMPBELLSBURG POLICE CHIEF TONY RUCKER



AT A GLANCE

**YEARS IN LAW
ENFORCEMENT:** 38

CURRENT POSITION:
Campbellsburg Police
Department Chief
for eight years

**LAW ENFORCEMENT
EXPERIENCE:**
Kentucky Vehicle
Enforcement; Office of
Special Investigations
- Natural Resources;
Kentucky State Water
Patrol; Kentucky
Department of Fish and
Wildlife Resources

EDUCATION:
Studied at Jefferson
Community College,
Louisville; The Marine
Corps active and active
reserve for a total of 42
years before retiring

WHAT WORKS?

I feel it is important to be honest with everyone you come in contact with. Treat people the way you would want to be treated. You do that by treating everyone with respect – after all you work for the people of your city. I also feel it is important to be loyal to your agency and always promote it in a good light. You do not have to agree with everything, but you should remain loyal.

WHAT DOES NOT WORK?

Doing something a certain way just because we have always done it that way, is not always good. Search out different ways and methods that others may be using, and be willing to give them a try. Scheduling would be another point. An officer should not become complacent and fall in a rut working the same hours, schedule or shift. Being a one-man department, it is important the community sees me all the time. I do not work from 9 a.m. to 5 p.m. every day. It is important that your community sees you at all hours in the community, not just the same shift.

The last point is do not try to do everything by yourself; ask for help. Do not close yourself off from assistance and even ideas from other law enforcement agencies. I am very fortunate to have Kentucky State Police Post 5 in my backyard. They are a Godsend and help me in many ways. In addition, the Henry County Sheriff's Office helps any time I ask. They are some good folks, too. We all support one another. We are friends and fellow officers.

TEAMWORK

Teamwork is a necessity. Campbellsburg Day is in June. This festival is an opportunity for residents of our county to come together and socialize. We have vendors, activities for the kids, band performances, food vendors, arts and crafts, a parade and various entertainment acts. I know KSP, Henry County Sheriff's Office and the emergency medical services will all be here to assist with traffic control and whatever else is needed to keep everyone safe. Of course, teamwork is just that – everyone working together. I help these agencies any time I can.

OFFICER SAFETY NUGGETS

Wearing your vest and seat belts obviously are

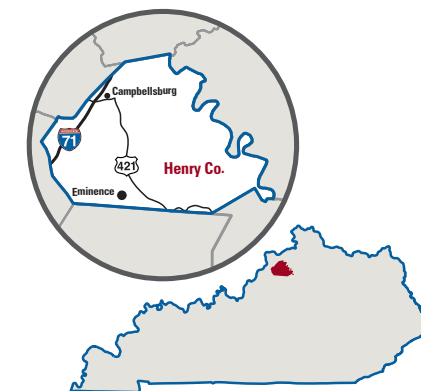
important. Wear your vest because you never know who you will encounter or what is going to happen. I am a firm believer in seat belts. You do not start your vehicle until your seat belt is on. The things we know to do every day ensure our safety. I think awareness is paramount. Be aware of what you are doing at all times, whether it is a traffic stop or being called to a home. Be conscious of your surroundings, especially if there are many people around. Try to be aware of your environment at all times, and be ready to react to any given situation. That will ensure you go home at the end of the shift.

THE ELDERLY

I am a Henry County native. I enlisted in the Marine Corps and then returned home where there still are a lot of those folks I grew up around. When some of the older folks have a problem, they feel comfortable talking with someone they know, rather than a stranger some times. They all helped raise me and watched over me growing up, and now it is my turn to protect them. They look for protection, and I am glad I can be there for them; it's my job. They know they can call me anytime. Thankfully, they trust me and know I care about them. I hope I am helping them enjoy and experience small-town living.

WISDOM

Loving this profession will make you a better law enforcement officer.



PRACTICAL APPLIED STRESS TRAINING

“It’s common practice for the majority of SWAT teams to train diligently on their firearms skills, while hitting the gym as a separate training rotation.”

That’s how performance instructor for tactical law enforcement, Will Brink, introduces his law-enforcement training book, “Practical Applied Stress Training.”

All officers should train for the “simultaneous demands on shooting proficiency, as well as anaerobic and aerobic energy systems which will greatly impact the operator’s ability to perform under pressure,” Brink wrote.

His main goal with P.A.S.T. is to hinder your natural abilities in training so that your experience mirrors that of the real world.

WHO IS WILL BRINK?

Brink is not a cop, but he is an avid shooter, International Defensive Pistol Association competitor, well-known author and trainer, and has been an adjunct instructor with Smith & Wesson Training Academy. He has dedicated himself to helping those in law enforcement and military become adequately prepared.

He says that if you are not in peak physical condition, your marksmanship will go “to hell in a hand basket” when put under physical stress, no matter how well you shoot “under non-stressful conditions at the range.”

The book was not written solely for law enforcement officers or SWAT officers, but he truthfully notes those outside of public safety “are not generally going to face the type of dynamic conditions of SWAT operators who may have to scale a wall in full tactical gear, drag a 200-pound wounded person to safety, or perhaps carry a fellow operator over his shoulder – doing so under fire.”

EQUIPMENT

If you have a cluttered tool shed in your backyard, you probably have half the equipment Brink recommends to get started with P.A.S.T. Wheelbarrows, buckets, sand bags and logs can all be found around the house or purchased “on the cheap.” His only requirement: The equipment must be “heavy and awkward.”

TRAINING CONCEPTS

P.A.S.T. is “not intended to replace a physical training program per se. There are various ways to integrate it into training and/or PT,” Brink writes. You must be cognizant of the Type-A personality commonly found in law enforcement, he says. “There’s a fine edge between productive training protocols that test the limits of an individual’s abilities and unproductive masochism.”

THREE STAGES IN THE DAY

It starts with individual testing, then a two-man competition (which motivates operators by pitting them against one another) and then a full-team portion (which is good for cooperation and team building).

“Did everyone breeze through an exercise?” he asks the reader. “If so, add full tactical gear” and do it again. You can continue to add stress modifiers until shots stray from center mass or physical exercises become challenging.

To get a good idea for the kinds of exercises included in the program, here are some of the names: Life Sucks, Dr. Evil Special, Whole Body Misery and Whole Body Misery Squared.

GAUGING SUCCESS

Brink discusses ways in which scores can serve as a motivator, but he prefers to avoid standardized tests and “cookie cutter” examples, favoring a flexible approach that focuses on training and shooting rather than the score itself. Most of the recommended scoring involves a combination of time and shooting accuracy. You often can let one participant set “par” for the exercise, putting pressure on other participants to surpass that initial score.

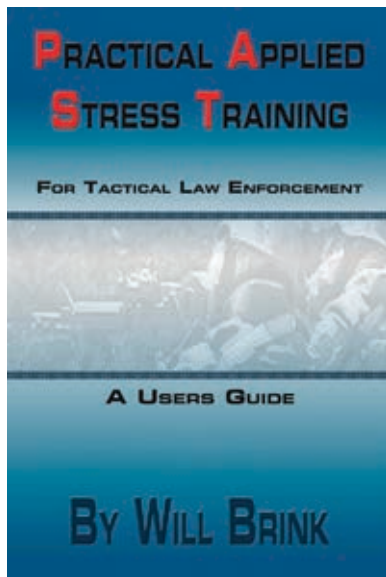
It “gets in their heads and gets them focused faster,” Brink tells readers.

P.A.S.T.

Brink’s program is not the first of its kind, but it has unique value. He lays out a simple, cheap and effective brand of training that does its best to mimic real-world situations. By folding a workout routine into firearms training, he creates a controlled environment that simulates a stressful situation at little cost or effort.

Videos for how to set up the stages are posted on OptimalSWAT.com. Check them out and see if you or your department could benefit from P.A.S.T. 🐾

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AT A GLANCE

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Will Brink

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STRANGE STORIES FROM THE BEAT



Stranger Shaving Random Cats

Why would someone go around shaving other people’s cats? The mystery has the attention of police in a small city in Virginia where someone has been taking cats and precisely shaving their underbellies or legs. It’s happened to seven cats since December. The cats were returned otherwise unharmed, but some seemed bothered. All the cats clearly had owners - they were well-groomed and wearing collars. Police aren’t sure what crime has been committed, but the owners “would just like it to stop.”

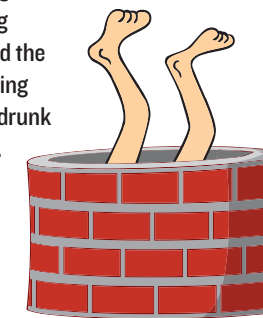


Condom-clogged Pipe Leads Cops to Seedy Massage Parlor

Police say they cracked a Texas prostitution ring after they were led to it by a drainage pipe clogged with condoms. Investigators learned a massage parlor was operating in a shopping strip, when the realty company that had just taken control of the property grew suspicious after finding hundreds of condoms clogging a waste disposal unit. Upon investigation, police found female workers offering sexual services for pay. A woman and her husband were arrested and charged with organized criminal activity and money laundering.

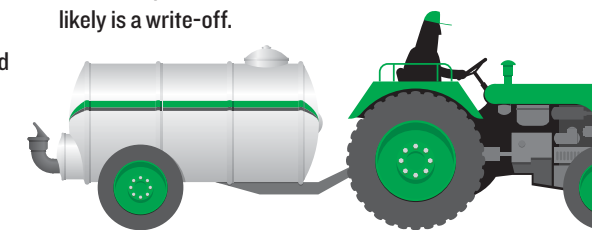
Naked Man Trapped in Vent After Mistaking it for a “Wishing Well”

A 48-year-old, naked man made his way onto the roof of a California sandwich shop and lowered himself into a crawl space using a makeshift rope that broke. He later told authorities he thought the shaft was a “wishing well.” A shop worker said the man could be heard yelling for help, saying he was drunk when he climbed inside. Emergency crews were dispatched to the location and fire crews had to demolish part of the building to get him out.



Caught in a Stinky Situation

A 52-year-old father and his 14-year-old daughter were parked by the roadside when a tractor pulling a trailer of liquid manure swung in their direction. The maneuver sent the entire load pouring into their convertible, covering the occupants from head to toe with liquid manure. Police said the car likely is a write-off.



Man Drops Cocaine in Courtroom

A man who was in court for a minor traffic violation is facing serious charges after accidentally dropping cocaine in the courtroom. When the man walked up to enter his plea, a bag of drugs dropped out of his hat onto the floor. An officer spotted the bag and sent it for testing. It tested positive for cocaine. Police said it contained less than a gram.



SEND FUNNY, INTERESTING OR STRANGE STORIES FROM THE BEAT TO JIMD.ROBERTSON@KY.GOV



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