

SOUTHERN POLICE INSTITUTE ALUMNI ASSOCIATION

S P I A A

QUARTERLY



OCTOBER 2022



**WE
SHALL
NEVER
FORGET**

**TUESDAY
9/11/2001
8:14 a.m.**





October 2022

QUARTERLY NEWS

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Major

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Deputy Chief

North Charleston Police Department

Website: <https://spiaa.org>

ABOUT THE SPIAA

The Association Name: The name of the organization is the Southern Police Institute Alumni Association (SPIAA). The SPIAA was incorporated as a nonprofit 501(c)(3) in 1951 by graduates of the SPI under the laws of the Commonwealth of Kentucky. The Southern Police Institute, University of Louisville (SPI), agreed to maintain an office onsite at its campus for the SPIAA. The mailing address for the SPIAA is: Southern Police Institute Alumni Association, University of Louisville, Louisville, KY 40292.

Purpose of the SPIAA: The purpose of the SPIAA is to support the SPI; to provide training and retraining for the alumni of the SPI; and to provide a means of communication among the alumni, the SPIAA and the SPI. SPIAA members may raise funds to support scholarships for the Institute and assist the other activities of the SPI.

Membership in the SPIAA: A graduate of the SPI courses (Administrative Officers Course-AOC, Command Officers Development Course-CODC, and SPI Seminar) may join the SPIAA by completing an application at [SPIAA.org](https://spiaa.org) and paying the dues. An SPIAA Life Membership is requested through the Secretary and approved by the Board during its annual business meeting.

Gold membership = Life time membership \$375.00
(This level is restricted to members of the SPIAA Board)

Silver membership = 5 year membership \$225.00

Bronze membership = Annual membership \$50.00

Retired membership = Annual membership \$25

NEW Corporate documents are available to view in real time on the website at <https://spiaa.org/corporation/>.



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MESSAGE FROM THE EDITORS of the SPIAA QUARTERLY

If you have news you wish to share with the membership, please contact the editors below.

Assistant Editor

Ron Cook
34th President SPIAA
803-808-8949
rcook843@aol.com

Assistant Editor

Patrick Swift
60th President SPIAA
swiftky@aol.com

Assistant Editor

Terri Wilfong
Past Nat'l Secretary SPIAA
502-817-2188
twilfong21@gmail.com

Layout and Design, Carol A. Paterick, SPIAA Webmaster, 301-805-0784, carolpaterick@gmail.com

SPIAA QUARTERLY PUBLICATION AND COPYRIGHT NOTICE

The Alumni Association of the Southern Police Institute publishes the newsletter quarterly. To have an article published, contact one of the Editors. Articles submitted for publication are unconditionally assigned for publication and copyright purposes, and are subject to the right of the SPIAA to edit and comment editorially. For permission to use an article, contact the Editors.

WE SHALL NEVER FORGET

The September 11 attacks, commonly known as 9/11, were a series of four coordinated suicide terrorist attacks carried out by the militant Islamic extremist network al-Qaeda against the United States. On the morning of Tuesday, September 11, 2001, nineteen terrorists hijacked four commercial airliners mid-flight while traveling from the northeastern U.S. to California. The attackers were organized into three groups of five members and one group of four, with each group including one designated flight-trained hijacker who took control of the aircraft. Their goal was to crash the planes into prominent American buildings, inflicting mass casualties and major structural damage. The hijackers successfully crashed the first two planes into the North and South Towers of the World Trade Center in New York City, and the third plane into the Pentagon in Arlington, Virginia. The fourth plane was intended to hit a federal government building in Washington, D.C., but instead crashed down in a field outside Shanksville, Pennsylvania, following a passenger revolt that foiled the attack.

The attacks resulted in 2,977 fatalities, over 25,000 injuries, and [substantial long-term health consequences](#), in addition to at least \$10 billion in infrastructure and property damage. **It remains the deadliest terrorist attack in human history and the single deadliest incident for firefighters and law enforcement officers in the history of the United States, with 340 and 72 killed, respectively.**

Numerous memorials have been constructed, including the [National September 11 Memorial & Museum](#) in New York City, the [Pentagon Memorial](#) in Arlington County, Virginia, and the [Flight 93 National Memorial](#) at the Pennsylvania crash site.

Video from cover image: <https://youtu.be/rsIWPPw-JzU>



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A MESSAGE FROM THE PRESIDENT



Hello Alumni,

I hope all is going well with each of you. I have been happy to have spoken with quite a few of you who have personally reached out to me.

The conference committee and I are diligently working on planning your 2023 conference in Northern Kentucky. We are very excited about the training, speakers, and activities we are putting together.

There is still a small amount of time to provide suggestions and thoughts about what you might like to have. Email me at kim.klare@erlangerpd.com with your ideas.

We are planning a much larger vendor event at the conference. Our vendor partners are excited to participate and I expect some great door prizes.

Also, the auxiliary is already planning some great events with spouses and children. We encourage you to extend your trip to Northern Kentucky and bring your family. The conference hotel rates are available two days before and after the conference. Northern Kentucky offers many great family activities to enjoy.

Looking forward to seeing you in July 2023!!

**Kim Klare
President SPIAA
Lieutenant
Erlanger Police Department**



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MESSAGE FROM IMMEDIATE PAST PRESIDENT KAREN CORDRAY



I was honored and humbled to serve as your President this past year. It was a challenge to get the conference back on track after a 2 year hiatus but we did it. I want to thank everyone for their support and encouragement during this time. I will continue to support President Kim Klare and the Executive Board this upcoming year. I know that next year’s conference is going to be amazing. See you next year in Covington, Kentucky.

SPIAA Membership as of September 2022

- Auxiliary (7)**
- Gold LIFE (44)**
- Gold LIFE Retired (7)**
- Bronze Regular Annual (155)**
- Retired (39)**
- Silver 5-year (13)**
- Total Membership 265**



July 23-28, 2023

SPIAA 71st TRAINING CONFERENCE

Embassy Suites at Cincinnati River Center
Covington, Kentucky

RECRUIT & RETAIN

Mark your calendars now.



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Southern Police Institute Alumni Association, Inc.

Financial Report Fiscal Year July 1, 2021-June 30, 2022

Ending date June 30, 2022

Kathy Morgan, Treasurer

| Current Account Balance | 7/1/2021 | 6/30/2022 |
|--|---------------------|---------------------|
| PNC Money Market Savings | \$54,745.43 | \$54,756.38 |
| PNC Business Checking | \$37,661.34 | \$64,311.74 |
| SPIAA Auxiliary 2020-2021 | | |
| Pay Pal Balance | \$19,987.70 | \$2,245.22 |
| 2020/2021 Funds forward to 2022 Conference Account - PayPal fees | -\$933.00 | -\$933.00 |
| Total Current Assets | \$107,629.92 | \$116,479.03 |
| Deposits PNC Money Market | | |
| Interest 7/1/21 to 6/30/22 | \$10.95 | |
| Deposits PNC Checking | | |
| Merchant Deposits for Membership (checks & credit) | \$28,854.83 | |
| Expenses | | |
| Checks Written | \$2,189.43 | |
| PNC Merchant Fees | \$0.00 | |
| Kentucky Fee | \$15.00 | |
| Intuit QuickBooks Cost | \$375.00 | |
| PayPal | | |
| Beginning Balance | \$20,625.42 | |
| Collected | \$10,085.00 | |
| Lifetime Membership Refund | -\$375.00 | |
| Total PayPal Fees | -\$280.37 | |
| Transfers | -\$27,809.83 | |
| TOTAL | \$2,245.22 | |
| Scholarship Donations | | |
| Donations Collected for the John Klotter Scholarship | \$550.00 | |
| 2022 Conference | | |
| Carry Over 2022 Conference Funds | \$933.00 | |
| 2020/21 Conference Funds Refunded minus PayPal fees | \$630.00 | |



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MEMBER SPOTLIGHT

CAPTAIN PATRICK JOHNSON, AOC #122,

**and husband of Shae Johnson,
President, SPIAA Auxiliary**



Hello my name is Capt. Patrick Johnson, AOC class #122, and have served the residence of Palm Beach County for over 27 years. I have lived in Florida most of my life besides the deployments to foreign countries while serving in the military. I have been in law enforcement for over 30 years. I spent 4 years as a Law Enforcement Specialist in the United States Air Force and began my civilian law enforcement career with the Boynton Beach Police Department in 1995. I worked as a Road Patrol Officer and in the Tactical Unit addressing street level narcotics and left the Boynton Beach Police Department to join the Palm Beach County Sheriff's Office in 1997. Since that time I have worked in the following capacity: Road Patrol Deputy; Organized Crime Bureau -Narcotics Agent; Road Patrol Supervisor; Supervisor in Narcotics; Watch Commander;

District 1 Executive Administrative Officer; and Executive Administrative Officer Internal Affairs. I attended the Southern Police Institute Administrative Officers Course (S.P.I. #122) in Louisville, Kentucky, as well as numerous advanced leadership courses. I have a B.A. in Criminal Justice from Columbia Southern University and am forecasted to complete my Masters Degree in Criminal Justice in 2023.

The district I oversee is comprised of 146 personnel, which are allocated as follows: 1 Captain; 1 Lieutenant; 14 Sergeants; 95 Patrol Deputies; 11 Detectives; 2 Office Support Supervisor; 8 Community Service Aides; 7 Report Stenographers; 1 Crime Analyst; 4 Clerical Support Personnel, 1 Law Enforcement Aid and 2 Part-time Cadets.

District 1 is comprised of 53 square miles and has a documented population of approximately 130,000 residents. Historically, this patrol district has handled the greatest number of calls for service, which is normally in excess of 140,000 calls per year. As part of the community, the deputies and employees of the Palm Beach County Sheriff's Office District 1 – West Palm Beach are committed to assisting citizens in improving their quality of life. We accomplish this by empowering our deputies through the philosophies and practices of community policing which encourages our deputies to work with the communities we serve.

My wife, Shae (SPIAAA President 2019-current) and I have been married for over 26 years and have 3 adult children. In my spare time I like to go to the gym, go fishing and smoke meats on the Traeger. So if you see me with a fishing pole at the conference, just know that after class I'll be looking for a lake, stream, or ocean to fish.



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DAIGLE LAW GROUP, LLC.
POLICY CENTER

+860-270-0060

Joseph.Race@DaigleLawGroup.com

960 S Main St, Plantsville, CT 06479

NOW is the Time to Get Accredited: President Biden's Executive Order and [Mandated?] Accreditation

On May 25, 2022, President Biden signed Executive Order 14074 entitled, *Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety*. This Executive Order contained twenty-three sections related to the objective of enhancing public trust of law enforcement and the criminal justice system.

This article will breakdown Section 19 of the Executive Order, which is related to accreditation. This Section specifically calls for "Establishing Accreditation Standards" and directs the Attorney General to "develop and publish standards" for "independent credentialing bodies."

This language is not new and should look familiar as similar requirements were part of President Trump's Executive Order 13929, entitled, *Safe Policing for Safe Communities* dated June 16, 2020. Therein, President Trump stated that "[s]tate and local law enforcement agencies must constantly assess and improve their practices and policies to ensure transparent, safe, and accountable delivery of law enforcement services to their communities." The Executive Order directed the Attorney General to certify independent credentialing bodies and it provided that discretionary grant funding allocation may be limited to those that are not credentialed or "seeking appropriate credentials from a reputable independent credentialing body..."

Therefore, President Biden's Executive Order should come as no surprise, and in fact, law

enforcement agencies should have already started the process of credentialing, or as we know it, accreditation. But if your agency did not begin the accreditation process in 2020, now via a second Presidential Executive Order, your agency **must** begin the accreditation process.

President Biden's Executive Order is more extensive than its predecessor and provides direct and specific guidance on certain areas. The Executive Order details criteria that credentialing bodies must address, and ultimately, with which law enforcement agencies must prove their compliance. Executive Order 14074, Section 19, states that credentialing bodies must adhere to the standards laid out in other sections of the Executive Order, and specifically:

- Sec. 3: Strengthening Officer Recruitment, Hiring Promotion and Retention Practices;
- Sec. 4: Supporting Officer Wellness;
- Sec. 7: Banning Chokeholds and Carotid Restraints;
- Sec. 8: Providing Federal Law Enforcement Officers with Clear Guidance on Use-of-Force Standards
- Sec. 9: Providing Anti-Bias Training and Guidance; and
- Sec. 10: Restricting No-Knock Entries.

Additionally, the Executive Order "encourages participation in comprehensive collection and use of police misconduct and use of force data" be provided by agencies, which includes:



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- Sec. 5: Establishing a National Law Enforcement Accountability Database; and
 Sec. 6: Improving Use of Force Data Collection.

The first step is to determine who is an “independent credentialing body”? The Department of Justice previously provided this list in conjunction with President Trump’s Executive Order. The independent credentialing bodies include each state’s Police Officer Standards and Training entity as well as each state’s state law enforcement accreditation program, if the state has one, and CALEA is listed as a nationwide accrediting entity.

The Commission on Accreditation for Law Enforcement Agencies, Inc. (“CALEA”) released a statement in response to President Biden’s Executive Order. In their release, CALEA notes that the Executive Order speaks to accreditation directly and that CALEA accredited agency’s policies are already adhering with the requirements of the Executive Order. Those agencies that are CALEA accredited are aware that the CALEA accreditation standards have always undergone continuous updating and refining and have absolutely been updated over the past two years. Specifically, in compliance to the requirements of the Executive Order, CALEA accreditation standards include requirements in the following areas: Strengthening Officer Recruitment, Hiring, Promotion and Retention Practices (*Chapters 31, 33, and 34*); Supporting Officer Wellness (*22.1.4; 22.1.5; 22.1.7; 22.2.1; 22.2.2; 22.2.3; and 35.1.9 to list a few*); Banning Chokeholds and Carotid Restraints (*4.1.6 and 4.1.7*); Clear Guidance on Use of Force Standards (*Chapter 4*); Providing Anti-Bias Training and Guidance (*1.2.9*) and Restricting “No-Knock” Entries (*74.3.1, commentary*). As such, those in the accreditation process are meeting or exceeding the requirements of the Executive Order. And while the “Clear Guidance on Use-of-Force Standards”

specifically lists “Federal” law enforcement officers, those in the accreditation family are already meeting or exceeding those standards as well.

Importantly, President Biden’s Executive Order mandated that the Attorney General only qualify those independent credentialing bodies who “conduct independent assessments of an LEA’s [law enforcement agency] compliance with applicable standards as part of the accreditation process and not rely on the LEA’s self-certification alone.” For those that are currently part of the accreditation family, it is well known that these agencies do not “self-assess” but rather are put through a rigorous assessment as part of their accreditation process. Whether a CALEA agency or accredited through a state entity, those agencies that are accredited already comply with this standard.

TAKEAWAY

It is time to get accredited. Executive Orders from the last two Presidential Administrations have indicated the importance of “credentialing” which should be interpreted as accreditation. Your agency must get accredited. Currently there are options, including your state law enforcement accreditation program, if available, or CALEA; either way, you must choose one. There are many benefits of accreditation, not only of becoming accredited, but also the processing becoming accredited and the transformation that will occur within your agency.

Accreditation is the right thing to do for your agency and your community, and without it your agency’s access to discretionary grant funding will also be restricted. Many departments depend on access to grants to fund community programs and these programs may be jeopardized if an agency does not become accredited. While accreditation is not mandatory, with the exception of the State of Connecticut and St. Louis County, Missouri, for all intents and purposes, it is mandatory. Mandatory not



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only for grant funding, but your community mandates (or should mandate) that you provide them with the best law enforcement services, and the process of

becoming accredited will assist you in these best practices, and professional service delivery to the community you serve.

If you have questions about your policies or your accreditation process, please reach out to the Daigle Law Group at (860) 270-0060. [If you are an accreditation manager in need of training, please join the Daigle Law Group for the 4-week Accreditation Manager Certification Program beginning September 28th on Wednesdays from 10:00am – 4:00pm \(eastern time\). \[Click here for more information.\]\(#\)](#)

<https://www.govinfo.gov/content/pkg/FR-2022-05-31/pdf/2022-11810.pdf>

<https://www.govinfo.gov/content/pkg/FR-2020-06-19/pdf/2020-13449.pdf>

https://cops.usdoj.gov/pdf/executive_order/List_of_Credentialing_Bodies.pdf

https://calea.org/sites/default/files/2022-05/CALEA%20Response%20to%20Executive%20Order_0.pdf

<https://www.linkedin.com/pulse/benefits-public-safety-accreditation-process-daigle-law-group-llc/>



ABOUT THE AUTHOR



JOSEPH RACE

DLG ASSOCIATE ATTORNEY

Joseph Race is an Associate Attorney with the Daigle Law Group and specializes in policy and accreditation issues. Mr. Race retired as a Captain of the Madison (CT) Police Department where he commanded the Administrative Division. Mr. Race is actively involved in accreditation and currently serves as a CALEA Assessment Team Leader. Mr. Race is a graduate of the Quinnipiac University School Law and a graduate of the Southern Police Institutes 76th Command Officers Development Course and the 270th Session of the FBI National Academy. Mr. Race is also proud United States Marine Corps veteran.

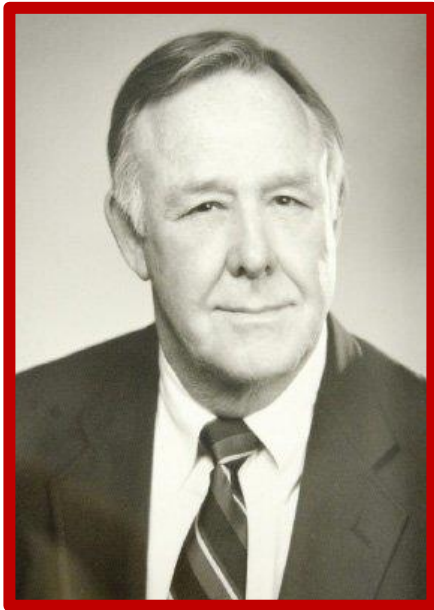
DLG

POLICY CENTER



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Walter A. "Sticky" Burch October 21, 1918 - July 28, 2022

19th President SPIAA (1969-1970)

12th AOC (September 20 - December 10, 1954)

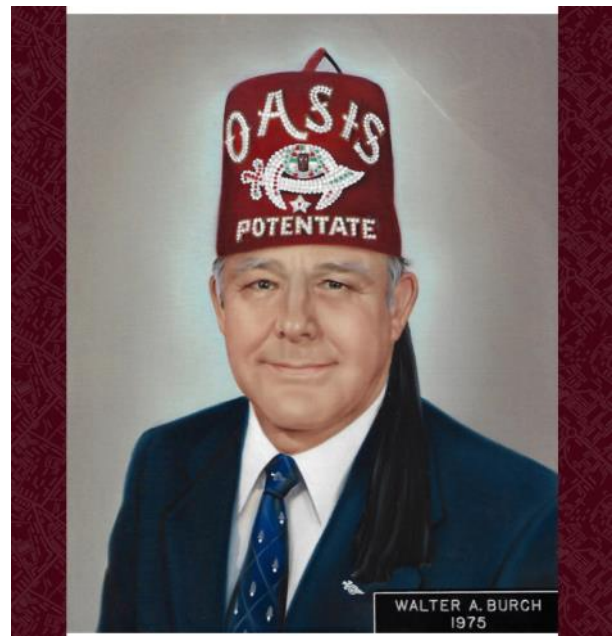
Walter "Sticky" Burch passed away on Thursday, July 28th, 2022, at his home in Greensboro, North Carolina. Sticky lived a very full and rich life of almost 104 years. When asked about his longevity, he replied, "It's easy to look back over 10 decades and see that the Good Lord had a plan for me all along. I thank Him every day for how He has blessed me!"

Sticky was born in Asheville but lived in Greensboro for his entire life. He attended Greensboro (Grimsley) High School, where he earned his nickname of "Sticky" playing football under Coach Bob Jamieson. After attending high school and one year in college at Presbyterian College, he answered the call to serve his country and joined the US Air Force where he arrived in the European Theater in time to fly combat photo

reconnaissance missions. Sticky Burch was a Greensboro police officer for 40 years and was assistant chief of police at the time of his retirement from the Greensboro Police Department. He served as sheriff of Guilford County for two terms from 1986 to 1994.

While working for the Greensboro Police Department, he worked in each division of the department or was the commanding officer over each of the police divisions. He received over 2500 hours of police training and made it a priority to attend the Southern Police Institute, the FBI National Academy, and numerous other police trainings. Through his training and experience, he was able to provide leadership and direction needed to overcome trying times during his career, especially the 1960s and 1970s. During an interview about Greensboro Police Department's role in the Woolworth Sit-ins in the 1960s, Sticky stated, "They hadn't been taught to live together as God's people." His Christian faith helped to guide him in his leadership and service to humanity. He was a living example of God's word and believed we truly are all God's children. He was an active member of Congregational United Church of Christ.

Outside of law enforcement and his dedication to his church, he is well known for his service and contributions to the Masonic Temple and The Oriental Shrine Club, where he rose to become Potentate of the Oasis Temple in 1975. He was a member of the Greensboro Jaycees until he aged out and served as a member of the Jaycee Old Timers. Sticky was also a member of the Greensboro Rotary Club. Sticky was preceded in death by his loving wife of 65 years, Mary Jones Burch.



[OASIS Shriners Memorial](#) to Walter

Sticky leaves behind twin girls, Lynda Jacks (Russell) and Brenda Bower (Dickie); and a son, Chip Burch (Geraldine). He was "PawPaw Sticky" to seven grandchildren, six great-grandchildren, and two great-great-grandchildren. He also leaves behind thousands of friends.



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JAMES "JIMMY" PATRICK CALLAWAY

February 1, 1975 - August 8, 2022

133rd AOC

Mr. James Patrick (Jimmy) Callaway, 47, of Luthersville, passed away unexpectedly, Monday August 8, 2022, while attending the Georgia Gang Investigators Association conference in Savannah.

Born February 1, 1975 in Decatur Georgia to the late James Charlie Callaway and Patricia Marquadt (Hornor). Growing up in the Conyers area, he was a Heritage High School graduate.

Dedicating his life to law enforcement and service to the community, James was a graduate of DeKalb Technical college receiving an associates degree in applied technology criminal justice. He later attended Columbia Southern University graduating with bachelor of science degree in criminal justice administration, and was pursuing his masters. Additionally, he successfully completed training at the 133rd Administrative Officers Course at University of Louisville Southern Police Institute, Georgia Law Enforcement Basic, Intermediate, Advanced, Instructor, and Managerial Certifications. He also attended FBI LEEDS and Six Sigma.

James 26 year career in law enforcement encompassed service with Rockdale County Sheriffs Department, MARTA Police, the City of Morrow (where rose to the position of Chief), the Georgia Secretary of State's office as Deputy Chief Investigator, and most recently as Director of Investigations with Georgia P.O.S.T (Peace officer Standards and Training). He was also an active member of the Georgia Gang Investigators Association where he currently served as president.

Along with his dedication to law enforcement, James was also an accomplished musician, playing the drums with numerous groups and local churches as well as studio recording. One of his passions was grilling outdoors where he could hang with the best of them with his smoked meats and potato salad. As a devoted husband, father, and man of God, James left a positive impression on everyone he met.

Survivors include his wife Amy Callaway, daughters Katelynn Dollar (Jesse), Alexis Callaway, and Abigail Callaway; mother Patricia Hornor (Glenn); sisters Kim Rowan (Greg), and Jennifer Calhoun (Rad); brother Thommy Halfen (Lori) as well as numerous extended family and friends.



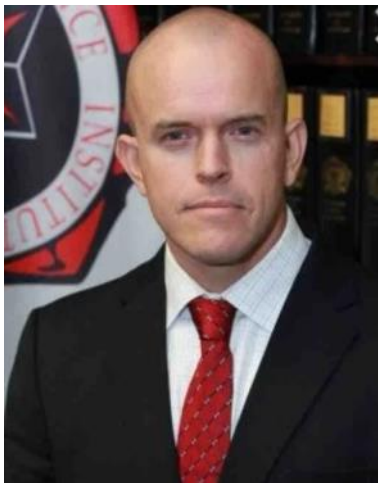
The Morrow Police Department is deeply saddened to announce the passing of Chief Jimmy Callaway. Chief Callaway joined the Morrow Police Department in 2006, and served as Chief of Police from 2016 until 2020. At the time of his death, Chief Callaway was the Director of State Investigations for the Georgia Peace Officer Standards and Training Council (POST). Prior to joining MPD, Chief Callaway served with the Rockdale County Sheriff's Office and the MARTA Police Department; and he has been President of the Georgia Gang Investigators' Association since 2017. Chief Callaway left a tremendous legacy at MPD, and our team is shocked and saddened by his sudden passing. We ask that you keep the Callaway family, and especially his wife and daughters, in your thoughts

and prayers during this very difficult time.



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Jamie Lynn Reynolds
October 10, 1975 - July 31, 2022
106th AOC

Jamie Lynn Reynolds, age 46 of Senoia, passed away unexpectedly in his patrol vehicle in a bizarre accident on Sunday, July 31, 2022.

Jamie was born in Athens, Alabama on October 10, 1975. His mother, Jane Reynolds and son, Joshua Lynn Reynolds, preceded him in death.

Jamie was a born leader who dedicated his life to law enforcement. He earned a Master's Degree in Criminal Justice and had SPI training. He started his career with Forest Park Police Department where he spent 25 years working his way up from officer to Interim Chief. Jamie joined the Spalding County Sheriff's Department in 2020 as a Deputy Sheriff and worked at the Spalding County Detention Division as well. Jamie always strived to be the best husband, father, friend and officer and will be dearly missed by all who knew him.

He is survived by his wife, Ashlee Reynolds; children Kayla Reynolds, De'Shon Harris, Brandon Reynolds, Destiny Reynolds, Kinsley Mitchell, Colby Mitchell, Kali Mitchell; granddaughter, Raelynn Harris; father, Rick Reynolds and fur baby, Kato.



Online article: <https://www.fox5atlanta.com/news/spalding-county-deputy-jamie-reynolds-dies-falling-tree>

Photo Gallery, <https://www.conner-westburyfuneralhome.com/tributes/Jamie-Reynolds>

Video sendoff: <https://twitter.com/i/status/1554211273012805632>

Spalding County Sheriff Darrell Dix described the incident as a "freak accident," WXIA reported.

"The tree crushed the passenger compartment of the vehicle, killing Deputy Reynolds instantly," Sheriff Dix said in the agency's press release.

He and other law enforcement officials notified the veteran deputy's wife and children of his death at their home shortly after the coroner pronounced Deputy Reynolds dead at the scene. "The Spalding County Sheriff's Office will be working with Jamie's family, supporting them, and walking through this with them over the next few days," the sheriff said. "We ask that you keep Jamie's family and his extended Spalding County Sheriff's Office family in your prayers in the coming days as well." "He had a lot of experience, he had been a police chief and a lot of people sought him for counsel," Sheriff Dix told WXIA. He joined the SCSO in January of 2021, and was most recently assigned to the agency's Office of Professional Standards, where he helped handle State Certification, the department said. Deputy Reynolds also covered weekend shifts at the county's jail facility. "He was a great guy who loved his family, had a deep faith, worked hard, and always brought you solutions, not problems," Sheriff Dix said. "He was that guy everybody loved, everybody cared about," the sheriff told WXIA. "He always took time to talk to people here and across the community. He will leave a hole here that just can't be filled."



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41st Annual SPIAA Training Conference Miami, Florida President G. Thomas Arnold, 66th AOC Co-Partner Metro-Dade Police Department, Florida

These are the committee chairs that help put on the 1992 SPIAA Conference in Miami. Many others worked in support to make it the most successful conference to date. Front Row, left to right; Jim Cooner, Karl Buettner, Zack Gentile, Pete Cuccaro, Virginia Martin, ?; Second Row, Allison Bishop, Tom Arnold, Dick Ward, Diane Paull, Sue Bedal, Jeanne Forester; Third Row, Bob Lamont, Jim Roosevelt, Denis Shaw, Al Stretzel, Fourth Row, Lonnie Connolly, Larry Mathieson, Ned Valois, John Striegel, Kathy Rivers, John Ford, Jim Dautel, Cookie Janosky, Jim Sweet.

Place Taken: In front of HQ Bldg Date Taken: Late 1992 or early '93

Photo and text provided by Glen Mowrey, 45th President SPIAA





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From LEXIPOL Webinars

Police & the Press: Strategies for Navigating Today's Complex Interactions

Recorded June 28, 2022

Watch Webinar, <https://info.lexipol.com/webinar-police-and-the-press-ty>

Download Slides, https://info.lexipol.com/l/171882/2022-06-15/68mypg/171882/1655332605B1P9rqMA/Lexipol_Police_and_the_Press.pdf

[Court Case](#) Sharp v. BALTIMORE CITY POLICE DEPARTMENT, Dist. Court, D. Maryland 2013

[Letter from the U.S. Department of Justice](#) to the Baltimore Police Department

[Baltimore To Pay \\$250K for Videos Deleted by Police: A Vindication of Photographers' Rights](#)

Related Resources:

[First Amendment Audits](#) [Video]

[Public Recording of Law Enforcement](#) [Video]

[Police-Press Relations: The Easy Way or the Hard Way?](#) [Article]

[“Clever” Tactics to Avoid Recording Police Activity Don’t Pass the Smell Test](#) [Article]

[Public Safety Media Relations: 6 Tips for Working with Journalists](#) [Article]

[You're on Camera: How Police Should Respond to a 'First Amendment Audit'](#) [Article]

[IACP Quick Take: How Law Enforcement Can Use the Media to Reach, Engage the Public During Civil Unrest](#) [Article]

[Sentinel Event Review Identifies Lessons Learned from Madison Police Department Response to 2020's Police Protests](#) [Article]

[5 Steps of Riot Prep: How to Do Crowd Control Correctly](#) [Article]



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On hand to welcome the 148th AOC class were

Director SPI Mike Bassi

Captain Scotty Vestal, Jonesville PD, NC
(147th AOC Class Chaplain)

Sgt. Brendan T. Mills, Jeffersontown Police
Dept., KY (147th AOC Alumni)

and

SPI Associate Director Dennis Hippert



**148th AOC
First Day**



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SPIAA 148th CLASS OFFICERS



Class President: Capt. Alicia White - Baltimore (MD) PD, 3rd from right

Vice President: Capt. Greg Smith - Monroe (CT) PD, 2nd from right

Treasurer: Lt. Leanette Tillis - Indian Rivers Co. (FL) SO, center

Secretary: Lt. Robert Wright - Yuma (AZ) PD, 2nd from left

Historian: Lt. Adam Miller - West Lafayette (IN) PD, far right

Peer Advocate: Major Tony Hughes - DeKalb Co. (GA) PD, 3rd from left

Sgt. at Arms: Lt. Brendan Brazunas - Upper Merion (PA) PD, far left

CONGRATULATIONS AND GOOD LUCK!



Director Josh Ball with Churchill Downs gave the students of the 148th AOC information on running a large special event, with collaboration from public, private, state, local and federal entities. His expertise in planning and coordination of security and safety for the Kentucky Derby, the second largest sporting event held on this continent comes with invaluable "lessons learned". The students got a "behind the scenes" tour of the grounds and spent some time seeing the 149 year history of this incredible event.



October 2022

QUARTERLY NEWS

SPI 148TH AOC CLASS MEMBERS

| LName | Rank | FName | MI | Dept | DS |
|-------------|-----------------------------------|---------------------|----------|---|----|
| Allaire | Lt. | Anthony | | Polk Co. Sheriff's Office | FL |
| Bartlett | Lt. | Scott | | Alaska Dept. of Public Safety | AK |
| Beath | Lt. | Michael | | Port Saint Lucie Police Dept. | FL |
| Brazunas | Lt. | Brendan | P. | Upper Merion Township Police Dept. | PA |
| Bruns | Sgt. | Kyle | | Wentzville Police Dept. | MO |
| Burton | Capt. | Creston | | Tennessee Valley Authority Police | TN |
| Burton | Sgt. | Kyle | | Shepherdsville Police Dept. | KY |
| Click | Sgt. | Justin | R. | Glen Carbon Police Dept. | IL |
| Connolly | Lt. | Michael | | Wethersfield Police Dept. | CT |
| Cooper | Lt. | Daron | A. | Alaska State Troopers | AK |
| Cruz | Sgt. | John | Michael | Auburndale Police Dept. | FL |
| Davis | Capt. | William | E. | Joplin Police Dept. | MO |
| Elkins, Jr. | Sgt. | Daniel | B. | Bartlesville Police Dept. | OK |
| Gilbert | Sgt. | Daniel | | Jeffersontown Police Dept. | KY |
| Harden | Lt. | William | F. | Charlotte Co. Sheriff's Office | FL |
| Hines | Det. Sgt. | Josh | D. | Union Township Police Dept. | OH |
| Hughes | Major | Romaldo | C. | DeKalb Co. Police Dept. | GA |
| Jackson | Det. Sgt. | Keith | | Collinsville Police Dept. | IL |
| Jackson | Capt. | James | E. | Hillsborough Co. Sheriff's Office | FL |
| Leonard | Lt. | John | J. | Washoe Co. Sheriff's Office | NV |
| Miller | Lt. | Adam | S. | West Lafayette Police Dept. | IN |
| O'Neill | Cmdr. | Michael | | Ramsey Co. Sheriff's Office | MN |
| Ortado | Capt. | Derek | | Stuart Police Dept. | FL |
| Packer | Assistant Special Agent in Charge | Joshua | W. | Dept. of Homeland Security, Coast Guard Inv. Ser. | DC |
| Peleaz | Lt. | Gregory | | Gulfport Police Dept. | MS |
| Pitts | Corporal | Jessica | | Bartlesville Police Dept. | OK |
| Rogerson | Sgt. | Jeff | | Milwaukie Police Dept. | OR |
| Salkeld | Lt. | Brian | J. | Charleston Police Dept. | SC |
| Santiago | Deputy Chief | Gloria | | State Of CT Judicial Marshal Services | CT |
| Siney, Jr. | Lt. | Mike | | Miami TWP Police Dept. | OH |
| Smith | Capt. | Gregory | | Monroe Police Dept. | CT |
| Spade | Lt. | Michael | | Lakeland Police Dept. | FL |
| Streukens | Capt. | Greg | P. | University of Florida Police Dept. | FL |
| Tillis | Lt. | Leanne | | Indian River Co. Sheriff's Office | FL |
| Webb, Jr. | Lt. | Donald | Carter | Greensboro Police Dept. | NC |
| Wells | Capt. | Christopher (Chris) | | Tennessee Valley Authority Police | TN |
| White | Lt. | Alicia | | Baltimore Police Dept. | MD |
| Whitley | Capt. | David | Emmanuel | Danville Police Dept. | VA |
| Whitley | Lt. | Travis | | Leesburg Police Dept. | FL |
| Wright | Lt. | Robert | | Yuma Police Dept. | AZ |



October 2022

QUARTERLY NEWS

Welcome the newest member of the SPI team, Coordinator for the upcoming Command Officer's Development, Dr. Melayne Smith



Associate Director Hippert with Dr. Smith

We were pleased to host Dr. Smith at the Southern Police Institute yesterday so that she could learn more about the institute and us more about her! We are all excited for the upcoming 91st CODC and are looking forward to working more with Dr. Smith!

More on Dr. Melayne Smith's career:

"Dr. Smith completed a twenty -three-year law enforcement career with the Metropolitan Police Department, Washington, DC, where

she retired as a Lieutenant and a senior administrator for the Security Officer Management Branch.

During her tenure with the Metropolitan Police department, Dr. Smith also served as the Deputy Director of the Identifications and Records Division, the Commander of Community/ Youth Services in the First District and Supervised the Child Abuse and missing's persons section of the Youth Division.

Dr. Smith also served as the Chief/ Executive Director of Public Safety and Emergency Preparedness for the College of Southern Maryland. She coordinated public safety services for the college in three counties: Charles, St Mary's, and Calvert.

Dr. Smith served as the Program Director for the Emergency Management and Homeland Security program at the National Labor College in Silver Spring, Maryland.

Dr. Smith earned a B.S. and M.A. in Organizational Management, Organizational Development and Psychology. She is also a graduate of the Penn State Police Executive Development Program. She earned her PhD in Management and Public Safety leadership from Capella University where she was selected as a Presidential Scholar for academic excellence and her research Titled: "Police Perceptions of Integrity: The Relationship between Emotional Intelligence and Moral Development among Police Officers."

Dr. Smith is a community policing expert and was a gubernatorial appointee to the Maryland Handgun board from 2018-2020. Dr. Smith is a consummate professional; possessed of exceptional talents; is a natural leader and visionary thinker."



October 2022

QUARTERLY NEWS

SPI's Victim Services in Law Enforcement: Design, Implementation and Evaluation



Victim Services in Law Enforcement: Design, Implementation and Evaluation 40 Hour Training Course / KLEC Approved

Course Description:

This course is designed to help students build a foundation for the implementation of law enforcement-based victim services. It contains blocks of instruction on victim services provision, job description development and selecting the right candidate, policy and procedure development, funding and strategic planning, and evaluation.

Course Topics and Areas of Study:

- Case Studies
- What is Victim Services
- Victim Services Data
- How Victim Services Support Law Enforcement
- Watch and discuss
- Job Description Composition and Hiring/Training the Right Candidate
- Reasons to have a victim services professional as the manager and how command can support the manager
- Development of policies and procedures
- Integration of victim services in departmental SOPs
- Organizational structure
- Salary and executive command considerations
- Budget
- Strategic Planning
- Evaluation
- Capstone Project

Course Materials and Equipment

IMPORTANT INFORMATION:

Course materials (i.e., Powerpoint presentations, handouts, articles, etc.) will be provided electronically for this course on a computerized access link provided to registered students prior to the class. It is **highly recommended** that students download course materials to a laptop, tablet or other device **prior to the first day of class** and bring the device with them to the course. Otherwise, students should print SPI-provided course materials from the access link and bring printed materials with them to class.

In order to download course materials from the access link, PowerPoint, Word, and Excel software (Office Suite) should be installed on laptop, tablet or other device.

Who Should Attend:

Sworn commanders, or victim services professionals, who are responsible for the implementation of or supervision of victim services.

Instructor:

[Nicole Carroll](#)

[**REGISTER**](#)



October 2022

QUARTERLY NEWS

CONGRATULATIONS TO CAPTAIN FORTENBERRY



Join us in congratulating **Patrick N. Fortenberry** who was promoted to Captain, Greer Police Department (South Carolina) at the end of August 2022. As Captain, he is over the Operations Bureau which oversees the Division Commanders for Uniform Patrol and Criminal Investigations Divisions. A graduate of the Southern Police Institute 144th AOC, Captain Fortenberry brings 25 plus years of experience to the job. His background includes extensive law enforcement experience utilizing proven management skills, a strong work ethic, and a commitment to meeting and exceeding law enforcement objectives.

Areas of expertise encompass Law Enforcement Management; Departmental Budget Preparations; Lieutenant, Administrative Division; Public Information Officer (Media Relations); Procurement Officer (Uniforms, Vests, Duty Equipment &

HazMat Equipment); Supervising Community Outreach; Supervising Personnel & Activities; Strategic Plan Development; Lieutenant, Uniform Patrol Division; Team Leader (Crisis Negotiations Team); Coordinating Recruiting & Hiring; Supervising Training; Developing Critical Incident Plans.

He is a member of the Southern Police Institute Alumni Association (SPIAA), International Association of Chiefs of Police (IACP), International Association of Law Enforcement Firearms Instructors (IALEFI), International Law Enforcement Educators and Trainers Association (ILEETA), National Information Officers Association (NIOA), National Tactical Officers Association (NTOA), South Carolina Crisis Negotiators Association (SCNA), South Carolina Law Enforcement Officers Association (SCLEOA) and the South Carolina Police Chiefs Association (SCPCA).

Captain Fortenberry's bio is online at <https://www.linkedin.com/in/patrick-fortenberry-41b33a23>. You can congratulate Captain Fortenberry at pfortenberry@cityofgreer.org.

MEMORIES OF SPI SUBMITTED BY SPI ALUMNI

If you are a SPI alum and would like to share your memory, words of wisdom or what your SPI experience meant to you, please send us a message. If you would, include your name, rank, department (or former dept. if retired) and the course attended along with your message. Email your memory to mary.gray@louisville.edu

To read memories of SPI submitted by SPI Alumni, visit webpage <https://louisville.edu/spi/alumni/memories>

Thanks to our alumni for posting their memories of the Southern Police Institute!





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QUARTERLY NEWS

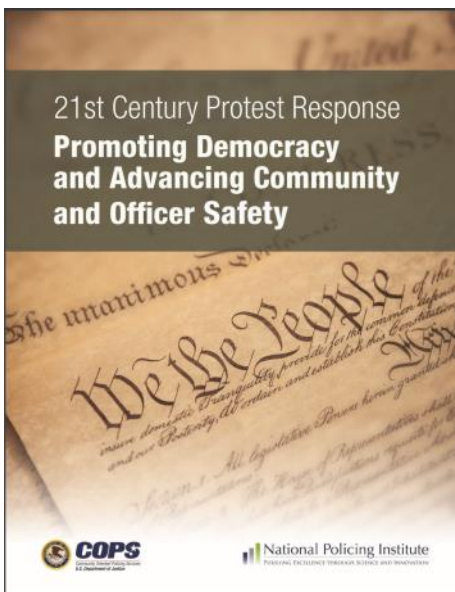
National Policing Institute

PURSuing EXCELLENCE THROUGH SCIENCE AND INNOVATION



In conjunction with the U.S. Department of Justice’s Office of Community Oriented Policing Services (COPS Office) the National Policing Institute is pleased to announce the release of the 21st Century Protest Response: Promoting Democracy and Advancing Community and Officer Safety.

This publication provides recommendations for law enforcement agencies and is part of an ongoing assessment of and dialogue about best practices concerning protests and mass demonstrations. The evidence-based recommendations were developed with the input of law enforcement, community advocacy groups, academics, federal partners and many more to ensure diverse perspectives on protest responses in the US.



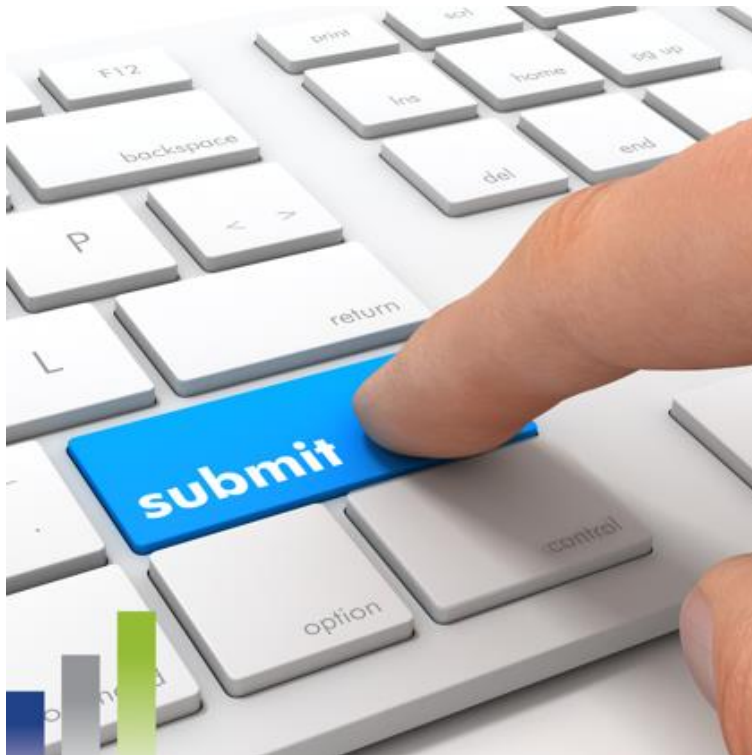
- .Peaceful protest is a constitutional right of every American
- .Build and establish community relationships prior to protests
- .Ensure intended strategies are well planned, trained, and communicated to all internal and external stakeholders in preparation for protests
- .Communicating with protest leaders with empathy and support is critical
- .Ensure officers' safety and wellness is part of planning, deployment, and after-action review

[CLICK HERE TO DOWNLOAD THE PUBLICATION](#)



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QUARTERLY NEWS



Contribute to the OnPolicing Blog Series

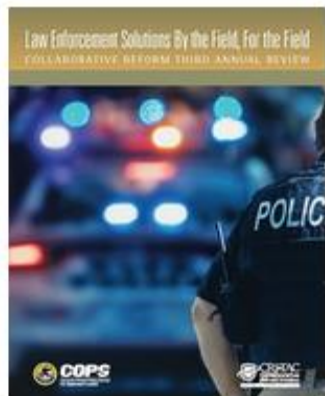
If you would like to contribute to the OnPolicing series, please send your 500-1000 word essay to communications@policinginstitute.org.

Submission Requirements:

Description: OnPolicing captures the thoughts of some of the country’s most important voices on contemporary policing. It is intended to stimulate debate about the state of policing and the myriad of challenges involved in controlling crime, disorder, and terrorism in a democracy like ours.

Content Requirements: Title; Word Count: 500-1000; images optional

Style: APA citation format; Oxford comma; one space after punctuation marks



Law Enforcement Solutions By the Field, For the Field: Collaborative Reform Third Annual Review

Abstract: The Collaborative Reform Initiative Technical Assistance Center is a partnership between the COPS Office and many professional law enforcement organizations throughout the field to provide technical assistance to law enforcement agencies on request. In its first three years, the center fielded more than 450 requests for assistance from campus, local, county, and state agencies on critical issues like community engagement; active shooter response; de-escalation; crime analysis; mass demonstrations; school safety; and recruitment, hiring, and retention. This report shows how the center has supported agencies in their efforts to ensure public safety in their communities. The COPS Office is committed to continue working diligently with our partners to provide high-quality, relevant, and timely assistance by the field, for the field.

Product ID: COPS-P453
Publication Date: 06/01/2021
Author(s): Office of Community Oriented Policing Services (COPS Office)

How to obtain:

Download:

[PDF \(6665k\)](#)

Order online:

Not available in hard copy.

PERF Daily Clips:...

Hartford Connecticut Chief of Police Jason Thody, 135th AOC. The framed certificate is his SPI graduation certificate.

Photo of the Day



[Hartford \(CT\) Police Department](#)

HPD welcomes our newest officer! K9 Kady comes to us from Puppies Behind Bars. She will be around the city at events and serves in an emotional support capacity. She is partnered with South Community Service Officer Gaudino.



U.S. DEPARTMENT OF JUSTICE
OFFICE OF COMMUNITY ORIENTED POLICING SERVICES
145 N Street, NE, Washington, D.C. 20530

COPS

For Immediate Release Contact: COPS Office Public Affairs

September 12, 2022

Email: cops.office.public.affairs@usdoj.gov Phone: (202) 514-9079

[COPS Office Announces New Partnership to Help Law Enforcement Agencies Increase Organizational Effectiveness](#)

WASHINGTON, D.C. – The Department of Justice’s Office of Community Oriented Policing Services (COPS Office) announced today a new partnership with the Society for Industrial and Organizational Psychology, Inc. (SIOP). Awareness and implementation of industrial-organizational psychology findings can help law enforcement agencies cultivate safer, more effective workplaces, which can then lead to enhanced public safety and increased community engagement.

Industrial-organizational (I-O) psychology is defined as the scientific study of human behavior in organizations and the workplace. It focuses on deriving principles of individual, group and organizational behavior and applying this knowledge to the solution of problems at work.

“The COPS Office has invested many resources over the years toward the goal of developing and maintaining successful law enforcement agencies, including the critical areas of recruitment, hiring, and training, as well as promoting officer safety and wellness,” said Robert Chapman, Acting Director of the COPS Office. “Our partnership with SIOP is another important step in those efforts to build healthy law enforcement organizations that have the added advantage of leading to stronger relationships with the community.”

Through this partnership, the COPS Office and SIOP will work together to support organizational effectiveness in law enforcement agencies by showcasing evidence-based workforce solutions in areas such as hiring, recruitment, leadership development, training, and interventions to reduce stress and improve decision-making. The partners will leverage their respective networks and communication tools to help law enforcement agencies throughout the nation directly connect with I-O experts and learn about their research findings, including solutions to enhance operations and efficiencies, which can ultimately improve public engagement.

SIOP is a community of nearly 10,000 members worldwide with a common interest in promoting the science, practice, and teaching of I-O psychology. SIOP has convened a working group of I-O researchers and practitioners to promote evidence-based workforce findings that can improve law enforcement agency operations, including recruitment, retention, onboarding, training, and more.

The COPS Office is the federal component of the Department of Justice responsible for advancing community policing nationwide. The only Department of Justice agency with policing in its name, the COPS Office was established in 1994 and has been the cornerstone of the nation’s crime fighting strategy with grants, a variety of knowledge resource products, and training and technical assistance. Through the years, the COPS Office has become the go-to organization for law enforcement agencies across the country and continues to listen to the field and provide the resources that are needed to reduce crime and build trust between law enforcement and the communities served. The COPS Office has invested more than \$14 billion to advance community policing, including grants awarded to more than 13,000 state, local and tribal law enforcement agencies to fund the hiring and redeployment of more than 135,000 officers.



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QUARTERLY NEWS



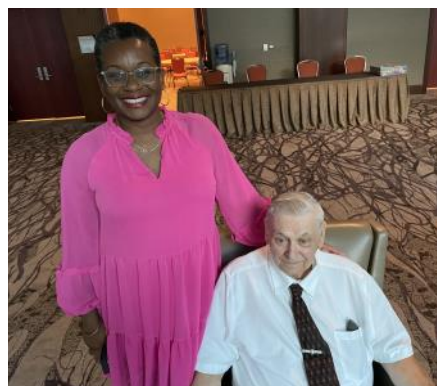
MESSAGE FROM THE SPIAA AUXILIARY

Shae Johnson, President

It's been a long time comin' but The SPIAA Auxiliary was finally able to meet! We were excited to see each other and we created memories and challenged each other beyond what we thought we were capable of. Charleston was great and we had a wonderful time being with old friends, making new friends, swimming in the ocean, shopping and walking on tightropes. Thanks Karen for giving the Auxiliary the opportunity to join the Therapy Dog session with Officer Hobart and

Hope as well as Chris Singleton's session. Both sessions were informative, thought provoking and invoked the call to action to help others and be better than we are now. **Thanks for a great "welcome-back-to-normal" conference, Karen!**

Karen Cordray, SPIAA Immediate Past President with Shae Johnson, Auxiliary President



Shae Johnson with Charles (Chuck) Beirlotzer. Chuck attended his 48th Annual Conference this year and made substantial donations to the SPIAA and the Clore Scholarship Fund.





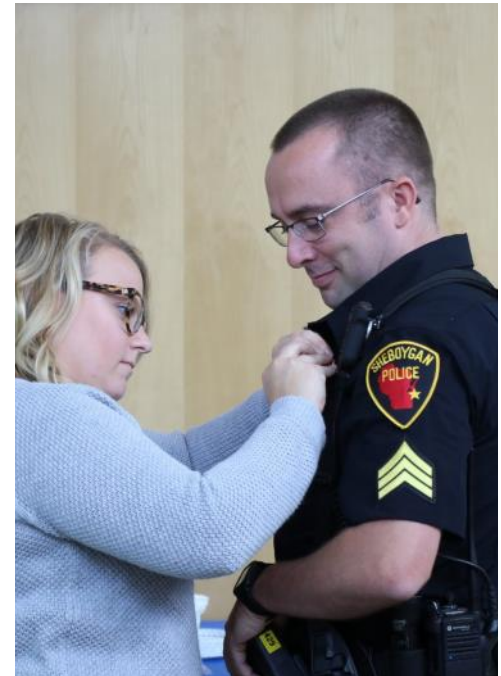
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This year we were fortunate enough to receive a substantial donation from Charles "Chuck" Beirlotzer. Chuck was graduate of AOC 48 and in honor of his 48th SPI conference, he gave the Auxiliary a substantial donation. We are forever grateful! As a result of the financial support we received through fundraising and Chuck's donation, we were able to grant the Dorothy P. Clore Scholarship to Sgt. Alex Jaeger, Sheboygan Police Department. Sgt. Jaeger, may you absorb all of the information from each class, may your days be productive and your nights be peaceful!



Sergeant Alex Jaeger, 2022 Clore Scholarship Recipient and supervisor of the Street Crimes Unit, Sheboygan PD. 1st Vice President Kurt Zempel, Captain Sheboygan PD, shared that Alex's coworkers say Alex looks like Nicolas Cage.
Photo credit Sheboygan PD



Sgt. Jaeger at his promotion ceremony.
Photo credit Sheboygan Facebook



Lt. Charles L. Beirlotzer, Dekalb Police Department (retired) displaying the plaque commemorating his attending 40 SPIAA Conferences in 2012.

Closeup of the plaque presented by the SPIAA Board to Lt. Beirlotzer of loyal service to SPIAA.



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FROM THE SPI 2022



Flagship Courses

The Southern Police Institute offers two flagship training courses in police administration and command.

Schedule of Courses

NOVEMBER 2022

[November 7-18, 2022 - Homicide Investigation - Omaha, NE](#)

[November 7-9, 2022 - Leadership for the Law Enforcement Executive - Asheville, NC](#)

[November 28 - December 9, 2022 - Homicide Investigation - South Bend, IN](#)

JANUARY 2023

[January 3-6, 2023 - Managing the Media in Law Enforcement - Louisville, KY](#)

[January 9-13, 2023 - Police Training Officer \(PTO\) Basic Course - Louisville, KY](#)

[January 16-20 - 2023 - Victim Services in Law Enforcement: Design, Implementation and Evaluation - Louisville, KY](#)

[January 23 - February 3, 2023 - Homicide Investigation - Louisville, KY](#)

FEBRUARY 2023

[February 6 - June 23, 2023 - 92nd Command Officer's Development Course - Doral, FL](#)

[February 6-17, 2023 - Homicide Investigation - Queen Creek, AZ](#)

[February 13 - May 12, 2023 - 149th Administrative Officers Course - Louisville, KY](#)

[February 13-17, 2023 - Sex Crimes Investigations - Brownsburg, IN](#)

[Administrative Officers Course \(AOC\)](#)

The AOC is a twelve week (480-hour), in-residence, accredited college level educational program. The course curriculum is designed to develop informed, effective, ethically and technically competent law enforcement managers who are capable of assuming positions of leadership in their respective agencies.

[Command Officers Development Course \(CODC\)](#)

The CODC is a 400-hour continuing education course for law enforcement managers provides the foundation for practical law enforcement administration. This training is traditionally held

[Leadership & Management Courses](#)

SPI's comprehensive educational environment and world-recognized methods of instruction encourage a commitment to learning, self-improvement and peer networking long after courses are completed. Our management courses prepare officers for the rigors of leading a police agency in an ever-changing world. Our courses provide cutting edge management practices and are facilitated by forward-thinking faculty.

[Specialized Skills Courses](#)

Since 1951, the Southern Police Institute's mission has been to *enhance the professional development of law enforcement practitioners* by providing educational and career development programs that are designed to challenge and prepare practitioners for the demands of today and tomorrow. Our specialized skills courses expose participants to current trends in law enforcement, providing tools necessary to improve technical skills, diagnostic problem solving, communication skills, as well as knowledge of current administrative law and investigative practices.



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QUARTERLY NEWS

SPIAA BOARD



PRESIDENT
Kim Klare
Lieutenant
Erlanger Police
Department
Erlanger, Kentucky 31018
kim.klare@erlangerpd.com
138th AOC

Kim's career began at the Erlanger Police Department in July of 2001. She served as a Hostage Negotiator with the Regional SWAT team for 14 years, a Detective from 2009-2012, and as a Field Training Officer. In February 2016, she was promoted to the rank of Sergeant and attended the Academy of Police Supervision at the Department of Criminal Justice Training. In 2017 she was awarded the Cynthia Jean and George Nichols III National Scholarship to attend the Southern Police Institute Administrative Officers Course, class 138. 1st Vice President Klare says she is looking forward to hosting the National Conference in 2023, as the SPIAA President!

She was promoted to the rank of Lieutenant in January of 2021. She says, "My career has been very rewarding to serve in the city in which I grew up. I am very proud of our community and believe it is one of the best! I am blessed to have the support of my family throughout my career. I have been married to my husband, Doug, for 14 years and we have 3 amazing children Jaiden, Drew, and Chloe."

The headlines read: **The first female officer ever hired by the Erlanger Police Department is now the first female Lieutenant in the department's history.** The headlines are about Lieutenant Kim Klare and you can read more at <https://erlangerky.gov/news-and-announcements/erlanger-police-promote-kim-klare-as-departments-first-female-lieutenant/>.



1st VICE PRESIDENT
Kurt Zempel
Captain
Sheboygan Police
Department
Sheboygan, Wisconsin
53091
920-459-3187
kurt.zempel@sheboyganwi.gov
133rd AOC

Captain Kurt Zempel has been with the Sheboygan Police Department since 2003 and is currently the captain of the patrol division. His previous assignment was as the lieutenant and shift commander on third shift patrol, a position he held for more than three years. Prior to this assignment, he was the commander of the Sheboygan County Multijurisdictional Enforcement Group, the county's drug unit, for more than two years, and also spent three years as a sergeant and field supervisor for second shift patrol. He served as committee chair of the department's Law Enforcement Explorer Post, supervised the crash and crime scene reconstruction team, and is an instructor for Fair and Impartial Policing and member of the Honor Guard. He was co-commander of the Emergency Response Team (SWAT) for four years.

Prior to his promotion to sergeant, Kurt spent three years as a general-assignment detective. He also was assigned to the Sheboygan Police Department's Street Crimes Unit, a specialized investigative, interdiction and intelligence-gathering unit focused on street-level crime, for more than two years.

In 2017, Kurt was selected as an instructor in the Leadership in Police Organizations™ curriculum by the Wisconsin Department of Justice, a three-week leadership course developed by the IACP, and instructs law enforcement leaders from agencies around the state.

Kurt received a bachelor's degree, summa cum laude, in Criminal Justice Management from Concordia University – Wisconsin in 2003. He obtained a Master of Public Administration (MPA) degree from the University of Wisconsin – Oshkosh



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Distinguished Masters Research Award in 2013. He was class president of the 133rd Administrative Officer’s Course at the Southern Police Institute, University of Louisville, where he received the Dr. William Walsh Director’s Award for academic achievement.

Kurt lives in his hometown of Sheboygan with his wife and has two adult sons, and was proud to be their Scoutmaster and help them both earn their Eagle Scout rank. He is a lifelong musician, performing in various capacities on piano, voice and trumpet, and completed his first Ironman triathlon in 2018.

(205). Delmore has instructed thousands of officers throughout the United States in leadership, interviewing techniques, body language, criminal apprehension techniques, and officer safety.

He is a private pilot, certified scuba diver, rescue diver and public safety diver.

He and his wife, Ann, have three grown children and one granddaughter. Ann is retired veteran police officer with more 22 years of service. Their daughter, Alyssa, is a Foley, Alabama Police officer and their son, Ryan, is a Baldwin County, Alabama Deputy Sheriff.



2nd VICE PRESIDENT
 Ed Delmore
 Chief of Police
 Gulf Shores Police
 Department
 Gulf Shores, Alabama
 36547
 251-968-2431
edelmore@gulfshoresal.gov
88th AOC

Chief Delmore entered law enforcement in 1979 as a police dispatcher in a suburb of St. Louis. In 1982 he became a police officer in southwestern Illinois where he served as a patrol officer, undercover narcotics investigator, major case squad investigator, patrol sergeant, watch commander, criminal interdiction unit commander, deputy chief of police, and chief of police.

In 2010 following a nation-wide recruitment, Delmore began leading the Gulf Shores Police Department.

He earned a Bachelor of Arts Degree from Western Illinois University and a Master of Arts Degree from Webster University in St. Louis, Missouri. He is a graduate of the Administrative Officer’s course at the University of Louisville’s Southern Police Institute (88th) and of the FBI National Academy



SECRETARY
 Misty Strickland
 Major
 Nash County Sheriff’s Office
 Nashville, North Carolina
 27856
 252-532-4574

miste.strickland@nashcountync.gov
138th AOC



TREASURER
 Kathy Morgan
 Major
 Overland Park Police
 Department
 Overland Park, Kansas
 66213
 816-392-6589
spiaa138@gmail.com
138th AOC

Kathy was born in Kansas City, Missouri, and grew up in a small rural town in Kansas. She started her career in law enforcement in 1995 in Overland Park, Kansas. Overland Park is a suburban community of the Kansas City Metropolitan Area.

Kathy worked in the Patrol Division and



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SPIAA BOARD

Community Policing Unit as an officer. Kathy was promoted to sergeant in the Patrol Division in 2000, where she remained until her promotion to Lieutenant in 2007, where she served in the training unit. She oversaw the Field Training Program for recruits, scheduled in-service training, and liaison with the Johnson County Regional Police Academy.

Kathy rose to the rank of Captain in 2012 and served in various roles, such as a commander in Patrol, Traffic Safety, Communications, and Investigations. In addition, she was instrumental in implementing and coordinating a Peer Support Program for the police department and privatizing the School Crossing Guard Program.

In 2021, Kathy was promoted to Police Major and served as a Division Commander for the Downtown Division, which serves North Overland Park. The Downtown Division encompasses the Patrol Section, the Behavioral Health Unit, School Resource Unit, Community Policing Unit, and the Traffic Safety Section. In addition, she has oversight of the newly expanded behavioral health unit, which she and the staff named the Overland Park Crisis Action Team (OPCAT). The OPCAT consists of Crisis Intervention Specialists (CIT) and licensed civilian social workers known as Co-Responders, who respond to mental health crisis calls.

Kathy holds a Master of Public Administration from Kansas University and a Bachelor of Science in Criminal Justice from Washburn University. In addition, Kathy is currently completing a second Master's Degree in Criminal Justice from the University of Louisville. Kathy is a proud graduate of the Administrative Officer's Course, AOC 138 at the Southern Police Institute, Louisville, Kentucky. Additional training includes Northwestern University, FBI-LEEDA, Supervisor Leadership Institute, Kansas University Supervisor Leadership Training, IACP Leadership in Police Organizations

(LPO). She is a graduate of the Overland Park Leadership Forum.

In her spare time, Kathy volunteers helping families in the nationally known "Strengthening the Families Program," teaching life skills to families. In addition, due to her love for animals, she volunteers her time to an organization, "Always and Forever," helping senior or misplaced dogs.

Kathy contributes her strong leadership skills back to the inherent values she gained in her youth. She strongly believes our ability to lead and inspire others begins with our back-story and core values. Kathy is passionate about diversity and equality for all in law enforcement. Kathy states, "Treat everyone with respect and dignity because it is a foundation for a healthy and successful organization." She has been a long-time participant in a local women's public safety network, including women from various public safety careers providing support and mentorship. Kathy states, "My career in law enforcement has been so rewarding. I cannot imagine doing anything else."



IMMEDIATE PAST PRESIDENT
 Karen Cordray
 Deputy Chief
 North Charleston Police Department
 North Charleston SC 29406
 842-740-2850
kcordray@northcharleston.org