

FLORIDA SHERIFFS All POINTS BULLETIN



VOLUME 15, NUMBER 2, 2005

“Emergency: K9 Down!”

By Mac McMullen
Public Information Specialist
Pinellas County Sheriff's Office

What happens when a K-9 becomes injured while performing his duties, but a veterinarian is far from the scene?

Just like their human partners, without immediate care, injured working dogs may face tragic consequences.

Thanks to new training offered by veterinarians, K-9 officers can receive hands on training to offer emergency medical assistance and possibly save the canine's life.

Called “K-9 Down,” this two-day seminar was offered by the Florida Veterinary Specialists this past April. Pinellas County Sheriff's Office K-9 handler Deputy Steve Elrod joined two-dozen officers, firefighters, medics and search and rescue professionals from across the Bay Area for the training.

“This seminar is a unique opportunity to provide emergency professionals with skills needed to assist canines hurt in the field, sometimes in the line of duty,” says course organizer Rita Hanel, DVM, of Florida Veterinary Specialists. “Often, it's the minutes prior to veterinary intervention that can make the difference between life and death.”

Hands-on makes the difference

During the program, Deputy Elrod and others received hands-on training on everything from determining vital signs and oxygen administration, to



Veterinarians are teaching law enforcement, firefighters and other emergency workers how to provide emergency care to K-9s to save their life. Pinellas County Sheriff's Deputy Steven Elrod attended the seminar. He's pictured above with his partner, Dar.

transport techniques and placement of intravenous catheters on their K-9 partners. “It's the first time I had ever started an IV on anything,” said Elrod. “Book learning is great, but being able to have a dog there to perform an IV on, was a great value to me. The veterinarians were very knowledgeable. They gave real life experiences of things they actually see come into the emergency room.”

The K-9 Down program was the first of its kind for this region and deputies say the material was quite advanced. “The things we learned were well above and beyond the basic first aid we learn in K-9 school,” said Sergeant Tim Pupke of

the Pinellas County Sheriff's Office's K-9 Unit. Deputy Elrod and other participants now feel secure that they could assist in stabilizing a K-9 whenever necessary.

Staff Sergeant Michael Hendricks of MacDill Air Force Base is also confident in his new ability. “When deployed, we might only have access to a human medic, so this training can help us guide a medic to save the dog.”

Deputy Elrod says he plans to share the information he learned with fellow handlers. He is particularly excited about the future of the program, “I'd love to see some of the guys from my

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K-9 Down *Continued from page 1*

unit go to this. I think it makes dogs safer."

Non-profit at heart of the program

K-9 Down has been made possible by the Florida Veterinary Specialists Charitable Foundation. The lectures and labs were taught by board certified veterinary specialists from the University of Florida Veterinary Medical Teaching Hospital and Florida Veterinary Specialists. The foundation is designed to work hand-in-hand with

the clinical hospital to support research, education and indigent care. Dr. Hanel, who also taught at the sessions, said, "It is our hope that with continued funding of the FVS charitable foundation, we can provide this course and other valuable resources to the community."

Units taking part in K-9 Down included: the U.S. Navy, U.S. Air Force, MacDill Air Force Base, Hillsborough County Sheriff's Office, Pinellas County Sheriff's Office, Hernando County Sher-

iff's Office, Florida Task Force 4 (Search and Rescue), Temple Terrace Police Department, Orlando Fire Department, and St. Pete Beach Fire Department.

For more information on future programs, visit the Florida Veterinary Specialists' website:

<http://www.floridaveterinaryspecialists.com>.

To reach writer Mac McMullen, Pinellas County Sheriff's Office, call (727) 582-6221, or e-mail mmcmullen@pcsonet.com. ☪

Law Enforcement Forms Child Abduction Response Teams

By Rick Morera
Public Information Officer
FDLE Tampa Bay Regional
Operations Center

Within the past year, several high profile child abduction cases have occurred in Florida and across the country. Historically, law enforcement has done a very good job of responding to these incidents and has often employed specialized investigative tools and resources – such as the Amber Alert – in an attempt to ensure a safe recovery of the child.

As part of an enhanced effort to develop plans and strategies to respond to these incidents, the Florida Department of Law Enforcement has been working with our local, state, and federal law enforcement partners to establish Child Abduction Response Teams (CART) in each of the seven FDLE regions in Florida.

The CART will consist of investigators with experience in missing and child abduction investigations. Statistics show that when a child has been abducted, the investigative activities of the first 24 hours are extremely

critical for the safe recovery of the child. Because of this fact, these cases require an immediate and coordinated law enforcement response with as much expertise as can be assembled. The CART is designed to respond to and provide assistance and resources to the local agency of jurisdiction, if requested. The local agency would remain the lead investigative agency for the incident. The CART would act as a "force multiplier" for the agency handling the case.

The CARTs are not traditional task forces. The resources identified and assigned to these teams would not operate on a full time basis, but rather would be available to respond on an "as needed" basis by the agency handling the child abduction incident. The goal is to have these teams and all available resources in place to quickly respond when requested. Each CART member agency head has been asked to sign a Mutual Aid Agreement executed between FDLE and the participating agency. These agreements give statewide jurisdiction to the team members. Each CART will determine and develop issues such as overall coordination, response protocols and member training.

We realize that not every agency in Florida will be able to assign an investigator to the CART, however, that will not preclude such agencies from requesting assistance should a child abduction occur in their respective jurisdictions.

For additional information about the CART in your area, please contact your local FDLE Public Information Officer or e-mail us at:

richardmorera@fdle.state.fl.us. ☪

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It's Not in the Job Description of Deputy



Julie Bettinger

By Julie S. Bettinger

Is it just me, or are Deputy Sheriffs showing more heart?

I recently received a call from Sgt. Steve Harrelson with the Financial Crimes Unit of the Leon County Sheriff's Office. He wanted to tell me about a grocery bagging event that LCSO had conducted at a Publix supermarket which netted \$8000. The store agreed to let the deputies bag groceries for tips – all in the name of charity.

The money was earmarked to buy computers for the residential cottages at the Florida Sheriffs Youth Ranch's Boys Ranch campus.

This was the second time I had talked to Sgt. Harrelson in six months. He had called last December to report that the deputies had raised money to purchase \$7,000 worth of bikes and gift cards for the young residents of the FSJR.

Harrelson says it all started when a local Credit Union expressed an interest in donating toward LCSO's favorite nonprofit. It was already close to the holidays, a busy time for law enforcement, but the deputies talked to other business supporters and managed to raise enough money for every Rancher to receive a gift.

In that same conversation with Harrelson, I learned that the Christmas fundraiser for the Youth Ranches was on top of a fishing tournament and Poker Run, held earlier in the year, that together raised \$48,000 and a payroll deduction that netted \$21,000 (a 477% increase from the previous year). Again...all for charity.

Something stirs the heart

Experience from my 10-year association with law enforcement has shown me that the Leon County Sheriff's Office is not unique in its efforts.

Volusia County started a Christmas program in 1989, which has evolved into "100 Deputies/100Kids." Each year they host more than 300 children and families for a gala that includes food, gifts for each child, pony rides and a visit from old St. Nick. Twenty five percent of the Sheriff's Office's sworn force – 121 deputies – sponsored families.

In Seminole County, deputies organized a highly publicized basketball showdown to raise money to help a family who lost four young children in a devastating fire. The funds were used to set up a college fund for the only surviving child, a 5-year-old boy.

A few years ago, a Hillsborough County deputy's effort to purchase a computer for a quadriplegic woman laid the groundwork for a new nonprofit organization called, "Cops and Computers for the Community," which supplies computers to kids with special needs, including the disadvantaged.

Though the general public doesn't always hear about these types of efforts, internal S.O. newsletters carry news items about them all the time – everything from Bike Rodeos to Guardian Ad Litem sponsorships and Big Brothers/Big Sisters mentoring.

Sometimes it's due to one person's drive to make a difference. He or she rallies other employees and the next thing you know, lives have been changed for the better. Often, of course, it's the most vulnerable of society who benefit. But you never know what's going to stir a person's heart.

Recently I heard about a unique case in Palm Beach County. Deputy Sheriff Bill LaFlamme learned of a young girl's desire to buy a gravestone for her deceased grandmother and he wanted to help.

Deputy LaFlamme contacted his counterparts at the St. Lucie County Sheriff's Office, who put him in contact with a funeral home that agreed to purchase the monument. The cemetery then installed it at no cost. The deputy's act inspired an even greater charity: the funeral home provided an additional monument and marker for the girl's grandfather, so he can be buried next to his wife one day.

Acts of compassion in an uncaring world

Of course, these acts of charity happen between the daily grind of chasing felons on bike patrol, dodging vehicles that seem oblivious to lights and sirens and answering domestic violence calls that would test the patience of a saint.

There are times when I observe a law enforcement officer performing his or her job and wonder, "How in the world are they able to control their emotions?"

The job takes a lot of self-control, which to the public may come across as uncaring and lacking compassion.

But we know...we see the tender side. And even though you don't need the recognition – we'll say it, anyway: Thank you.

Julie

Florida Sheriffs Association Calendar of Events 2005



National Sheriffs Association Summer Conference, Louisville Marriott Hotel, Louisville, KY, June 25-29

FSA Annual Summer Conference, Registry Resort, Naples, July 24-27

FSA 14th Annual Car Evaluation and Fleet Managers Training Conference, Crowne Plaza Hotel, Tampa/Sabal Park, September 27-30

Smoking or Non? A Look at Agency Policies on Hiring Non-Tobacco Users

By Curt Turney

Detective, Major Crimes Section/
Economic Crimes Unit
Hernando County Sheriff's Office

Recently there has been a great deal of publicity within the Law Enforcement community regarding the use of tobacco products by newly hired employees. Many Florida agencies are beginning to restrict or forbid their use of tobacco products. Some guidelines go so far as to dictate that new hires can't use tobacco products while on the clock or even during the employee's off duty time.

This restriction appears on the surface to be an infringement on an individual's privacy. However, in Florida, a precedent was set through litigation created during the Kurtz v. City of North Miami 653 So. 2d 1025, 1995. The conclusion of this case indicated that public employers could govern tobacco usage by employees. Therefore, applicants or newly hired employees are no longer afforded protection under Florida's Constitution, Article I, 3(b) (4). Furthermore, protection isn't afforded under the Federal Constitution's privacy provision.

Challenges in creating a healthy workplace

For years, managers and law enforcement administrators have been searching for ways to create a healthier work force. One way is to reduce the amount of tobacco users in the ranks.

The ill effects of tobacco use are well documented. In the University of California, San Francisco's 2002 study, entitled, "Health and Economic Impact of the Proposed Florida Smokefree for



Curt Turney

Health Initiative," researchers approximated that one year after implementing the Clean Air Indoor Act, 1.5 million Floridians would no longer be passive smokers; 103,000 Floridians would quit smoking; 200 acute myocardial infarctions would be prevented; 50 strokes would be prevented; 350 low birth weight births would be prevented; and many other health related illnesses would be prevented.

Several Florida law enforcement agencies have begun the quest for employee wellness by implementing "no tobacco" use policies for potential employees, including the Hernando County Sheriff's Office. Since January 2004, all candidates for employment – both sworn and civilian – must sign an agreement that indicates that the employee, if hired, will not use any form of tobacco products. This condition governs both on and off duty times. According to written directives the punishment for a violation of this policy begins with verbal counseling. Subsequent violations can result in stiffer penalties such as written reprimands or even termination of employment.

Other notable Florida agencies such as Boca Raton P.D., Pasco County Sheriff's Office, Pinellas County Sheriff's Office and Hillsborough County Sheriff's Office have also implemented "no tobacco" use policies for their newly hired employees.

Boca Raton P.D.'s policy dates back to 1991 and is specific to sworn positions. It indicates that new hires will sign an oath that they haven't used tobacco more than two times within the previous 12 months before applying. Furthermore, the affidavit attempts to contract the employee to not using any tobacco products while on or off duty.

Like Hernando S.O., Pinellas County's Sheriff's office began the process of hir-

ing non-tobacco users in 2004. According to an article published within the St. Petersburg Times, PCSO prospective deputies undergo questioning about smoking and are tested for nicotine during a physical. Applicants who fail must wait six months before seeking employment again.

The Hillsborough County Sheriff's Office is new to this restriction. Recently elected Sheriff David Gee is implementing a wellness program for the agency. Within this plan, physical fitness is emphasized as well as promoting cessation of tobacco use. Often, health insurance premiums can be reduced following implementation of these programs. Still, Sheriff Gee told a St. Pete Times reporter, "I'm not going to be out smoke testing them or anything."

Given this statement, the question arises: So, how does an agency maintain compliance? Is the tobacco free policy a matter based on the honor system? Or does administration rely on personal observations or coworker hearsay? Does a participating agency decide to partake in formal testing to detect nicotine in the newly hired employees? If so, is testing random or upon suspicion?

Following the smoke trail

In today's litigious society, there's no question that such a policy can create problems. And implementation includes numerous obstacles.

When suspicion arises over a person's use of tobacco products, building a case can be tricky. Personal observations and coworker hearsay creates a reporting system that appears subjective, but is difficult to substantiate. There's also the risk of hidden agendas or other unethical purposes associated with such reporting.

Testing an employee's saliva or urine would seem to be the solution to determining if he/she has violated the no tobacco use policy. But then there's

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Florida Law Enforcement Analyst Academy First of Its Kind Nationally

By Lois Higgins
Senior Management Analyst
Supervisor, FDLE



Traditionally, law enforcement has utilized criminal and intelligence analysts to assist in collecting data, determining crime trends and most importantly, supporting investigations. These analysts are frequently limited in number and generally are a shared resource among agencies or departments. Our new war on terrorism has revealed the need for a higher level of analysis with the primary function of predicting and preventing criminal activity.

In 2003, the Florida Department of Law Enforcement (FDLE) developed the Florida Law Enforcement Analyst Academy. This academy is the first of its kind in the nation. Analysts learn criminal and intelligence analysis skills that are used by law enforcement and other emergency responders to successfully prevent crime and conduct complex investigations.

FDLE's long-term goal in creating the Florida Law Enforcement Analyst Academy was to establish and provide a uniform training curriculum in the area of law enforcement analysis. In addition, the establishment of this analyst academy sets the foundation for a professional career path in criminal and intelligence analysis and investigations for non-sworn law enforcement personnel.

During this five-week academy, the analysts are challenged with hands-on training, assignments and weekly quizzes. They develop the skills necessary to complete individual and group research projects. Students take a

comprehensive examination following the completion of all course work. Successful graduates receive state certification as a Law Enforcement Analyst.

FDLE recently hosted the fourth class of analysts who graduated in June. To date, 70 analysts have graduated and become the first certified law enforcement analysts in the state of Florida. These graduates represent over 56 different agencies (22 municipalities, 6 state, and 27 Sheriffs' offices) and are responsible for the wide range of tasks that might be assigned to an analyst.

New Basic course added

FDLE recently developed a 40-hour Florida Basic Analyst Training course. This course is designed to train newly and recently hired analysts in the field of law enforcement. The course offers instruction blocks that lay the groundwork for their career in criminal or intelligence analysis.

Twenty-eight students completed the first class held during one week in Miami and graduates received a certification in basic analyst training. Due to the number of requests to attend, the agency hosted two additional classes in other parts of Florida – one in Orlando (April) and one in Jacksonville (June).

FDLE is also launching an advanced course in Fall 2005. This course will fill an existing void between the basic course and the Analyst Academy. Training will concentrate on the applications and techniques taught in the basic course and allow for more hands-on advanced investigative analysis.

This course will benefit analysts in need of refresher training. It will also fulfill education requirements for those wishing to attend the Analyst Academy. To attend the academy, an applicant must be a working analyst and have completed 40-hours of basic analyst training and 40-hours of computer skills training.

FDLE offers the Analyst Academy and

training courses free of charge to all state, county and municipal law enforcement and investigative agencies.

For more information, please contact Lois A. Higgins at (850) 410-7023, email: loishiggins@fdle.state.fl.us, or Andrea Walker (850) 410-7348, email: andreawalker@fdle.state.fl.us. ✪

Put Your Experience to Work as a Guardian Ad Litem

Retired Sarasota County Sheriff Geoff Monge, who served the office of Sheriff from 1985 to 2001, is making an appeal to retired law enforcement officers to consider volunteering their time as a Guardian Ad Litem.

Monge, who serves as a Guardian in Jefferson County now, offers this message: *There are no more qualified individuals to help the children of our state than Florida's Finest – retired law enforcement officers.*

Whether you worked in communications, as a detention officer, a police sergeant, a detective or even a Sheriff or Chief, you have what it takes to be a volunteer guardian.

Your professional career has been training you for this and now the time has come. Your retirement can be that much more meaningful if you just volunteer a few hours a month to help deserving children and their families.

It is estimated that Guardian Ad Litem (GAL) represents about 40% of the children in state custody. That translates to 23,000 children.

Won't you volunteer to help these kids and the other 37,000 who are not represented by a guardian?

To learn more about becoming a Guardian call your local GAL office (see below).

For law enforcement, there's no better fit for volunteering than Guardian Ad Litem.

For more information, visit the Florida Guardian Ad Litem office website: www.guardianadlitem.org. Or, contact: Angela Orkin, Executive Director, Statewide, Guardian Ad Litem Office, 600 S. Calhoun St., Tallahassee, FL 32399, Phone 850-922-7213.

Smoking or Non?

A Look at Agency Policies

Continued from page 4

the question: Who, when and how often are employees going to be tested for nicotine or other biomarkers such as Cotinine?

Research indicates that nicotine metabolizes quickly within the human body. Cotinine lasts longer and may be a better focus for testing. However, if the test is done without reasonable suspicion or without physical observation there may be grounds for litigation. And the lack of observation doesn't prove that an employee who tested positive is using tobacco. The positive indicators could be a result of exposure to second hand smoke.

So, how far should an agency go in proving tobacco use?

With suspicion, should administrators conduct a follow up investigation to validate or negate the tested individ-

ual's testimony of exposure or lack thereof? If so, who investigates? Will it be sworn, agency personnel or an unbiased contracted body?

An agency could spend a great deal of time and money to try to substantiate or negate test results that could be distorted by outside factors. And that doesn't even take into consideration the costs of purchasing and administering the tests.

Which brings us to yet another question: Will the savings associated with cheaper health insurance rates outweigh the cost of testing violators and replacing them if they're found guilty?

Because of all the costs associated with enforcing a "no tobacco use" policy, and the monumental exposure related to litigation, it appears that most law enforcement agencies' primary motivation isn't to save money on health insurance premiums. Although some savings may be real-

ized, the cost of monitoring this policy will likely outweigh any up front savings.

It appears the real reason for law enforcement agencies to implement a no smoking policy would be a sincere attempt to promote a healthier lifestyle for employees. And, while many benefits will likely result, including increased productivity, a reduction in smoking-related illnesses and a healthier work environment, administrators will continue to struggle with the challenges associated with its implementation.

Curt Turney is assigned as a Detective within the Major Crimes Section; Economic Crimes Unit at the Hernando County Sheriff's Office. He is also currently seeking a Master of Science in Criminal Justice degree at St. Leo University. E-mail him at: CTurney@hernandosheriff.org. ☺

What Time Do You Have?

By Sgt. Cinda Moore
Hernando County
Sheriff's Office

Ethics is a lot like time. It is constant and it directs our day. People are connected to time and all of us use clocks and watches. It is safe to say that all of us have ethics as well.

However, if you ask 10 people to tell you exactly what time it is, all 10 will probably give you a different answer. The time may be off by seconds and even minutes. Ethics is the same way – we all possess ethical reasoning, but each of us possesses a different standard or measure.

Imagine this: You pull over three different motorists that have committed



Sgt. Cinda Moore

the same exact traffic violation. The first vehicle is a group of disrespectful teenagers. They give you a hard time and call you "pig" as you walk back to your vehicle. Do you write them a ticket?

Second car, teenage female driver...she is scared to death. Not only is she scared of the ticket you might give her but of what her dad will do when he finds out. Do you ticket her?

Finally, you pull over a young man, polite and respectful, and you learn that he is a police officer. Do you ticket him? Why or why not?

The decision you make is based on your discretion, which is something that law enforcement officers are given and most people outside of the law enforcement realm don't completely understand. It is up to the law enforcement officer to choose to make an arrest, write a ticket, call in a report; or

choose to drive by suspicious activity or stop and investigate that activity.

Most of the public has the mindset that the rules for law enforcement are black and white with little room for interpretation. They question why one person is treated differently than another. And, yet, we all now that no matter the policies and procedures directing them, it's up to the individual to decide what action to take, if any, no matter what the policy. And it's this person's ethical foundation that influences that discretionary decision.

Ethics – both clock and compass

Ethics involves making moral judgments about what is right or wrong, good or bad. Law enforcement officers are faced with making decisions that affect the lives of others on a daily basis. Discretion is at the base of the building blocks of every action a law enforcement officer makes.

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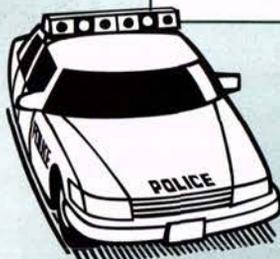


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The Mental Health Cop

By Gary Martin, Ph.D.
Homicide Detective
Palm Beach County Sheriff's Office



Logical or not...appropriate or not...like it or not...law enforcement officers are regularly called to intervene in situations involving citizens suffering from mental illness.

Spend anytime policing and you will likely be confronted with situations such as:

- A heartfelt plea from parents regarding their son who is "bipolar" and tearing up the house.
- Complaints from workers that their colleague is "hearing voices" and won't come out of her office.
- Protests from neighbors that the man down the street has stopped taking his medications and is threatening suicide.
- Appeals from family members regarding a teenager who is out of control and hopelessly addicted to drugs.
- Calls from concerned adult children regarding their elderly mother who is disoriented and suffering from dementia.

Because of the relative frequency of these types of situations, they are viewed as "routine" in the world of peace keeping. Nevertheless, each circumstance is a unique and possibly hazardous condition involving a citizen who likely fits the diagnostic criteria of being mentally ill.

Informed estimates suggest that 10 percent of all police calls for service now involve a citizen who is mentally ill. The high level of this ratio surprises the naïve civilian, though the seasoned street cop considers the actual number to be much higher.

Mental illness on the rise

In 2000, the American Psychiatric



Gary Martin

Association reported that approximately 20 percent of all prisoners in the United States were seriously mentally ill. Similar estimates suggest that 700,000 mentally ill citizens are processed through the U.S. penal system each year.

Among the difficulties hidden in these cases are the facts that, regardless of the responding officers' level of familiarity, education or training with these complicated and delicate mental health issues, he or she is expected to intercede in such a way that:

- Considers the affected person's desires, liberty and safety.
- Predicts the affected person's future behavior.
- Takes into account that the affected person's suspicions are likely heightened, perceptions are probably confused, and judgments are possibly impaired.
- Conforms with current state laws relating to the treatment of the mentally ill.
- Satisfies the complainant's wishes that, "something be done immediately!"

The reality is, despite a lack of formal training in the field of abnormal psychology, the average veteran cop must evolve into an informal mental health assessment expert. The job of policing demands it. Officers may not know all the technical psychiatric diagnoses, but they come to instantly recognize and interpret warning signs, such as:

- When a person's emotional reaction doesn't fit his or her situation—"This guy is freaky."
- Any contradictions between what a person is saying and what that person's body language communicates—"She is lying."
- Inappropriate anxiety and agitation—"This guy is way too nervous."
- Furtive looks and actions—"Be care-

ful, she is planning something."

- Illogical thinking—"Something isn't right here."
- Grandiose delusions—"Does he really think he's a Civil War soldier?"
- Pressured and accelerated speech—"She's on something."

What we can learn from the head doctors

With each of these observations, the cop's gut screams that something is amiss with this person, but the gut doesn't tell much more. Psychologists report that each of the above listed conditions can be a sign of a particular mental illness.

While readers may argue that the disciplines of psychiatry and psychology are a waste of time, at least some of that knowledge may be applicable to day-to-day policing and peacekeeping.

For example, from the qualified mental health professionals, officers can learn answers to the following:

- Do persons suffering with certain disorders present more of a danger to law enforcement than do others?
- Will a person suffering from dementia understand an order to surrender his or her weapon?
- Do all episodes of self-cutting indicate that a person intends to end his or her own life?
- How should an officer adapt to a per-

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FSA Law Enforcement Member Benefits

Did you know that FSA Law Enforcement members are automatically enrolled in an exclusive life insurance program?

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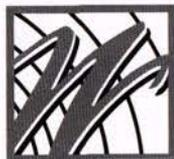
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The Mental Health Cop *Continued from page 8*

son whose mental illness includes an intense fear of all law enforcement?

- What does it mean to be in the manic phase of bipolar illness?
- Why would someone stop seeing his or her psychiatrist and discontinue medications?
- Does it really matter if the suicide attempt you are responding to is a “cry for attention” or a serious effort to end one’s life?
- What does it mean if you learn that the affected person is experiencing hallucinations?
- What are the risks of dealing with someone who is both depressed and agitated?
- What are the strongest predictors of suicide?

In the perfect world, each police patrol team would include a psychiatrist, psychologist, social worker, attorney, pharmacist, insurance benefits coordinator, as well as a mental health orderly. Until that perfect world develops, law enforcement officers will find themselves standing in for each of these highly trained professionals, usually at the time when the citizenry needs those professionals the most—

during a calamity. Nevertheless, we can take steps to be more effective in these situations.

Get Educated

Much like your training in case law, statutory law, first aid, domestic violence, etc., arm yourself with as much accurate mental health education as possible. Ask for and attend trainings that focus on the issues of crisis intervention, suicide awareness, abnormal psychology and personality theory. Use the information to improve your pre-incident planning, on-scene decisions and debriefings.

Establish collaborative relationships with local mental health professionals so that you can call on their expertise when needed.

Rather than treating mental health calls as “routine,” such incidents should be viewed in terms of “elevated risk.”

Considering the adage that, “the most effective means of predicting future behavior is to examine past behavior,” officers responding to such calls should (as quickly as possible) be provided with information from local sources regarding *any past violence* by

this person.

Signals that past interactions with law enforcement had been aggressive or protracted may suggest the need to involve mental health professionals.

If appropriate, involve the affected individual’s support system (i.e. family, friends, sponsor, therapist, physician, spiritual leader).

Work to establish a trained crisis intervention team that can respond to mental health related calls for service.

Learn what options are suitable and available other than incarceration.

If we all agree that as our world sits now, a significant amount of officers’ time and energy will be spent interacting with persons suffering with mental illness, it then falls to us (as so many difficult societal issues do) to learn more, prepare more, and consider more options than we do now when dealing with these citizens.

Gary Martin, Ph.D., is a homicide detective with the Palm Beach County Sheriff’s Office and Director of Counseling Services at Lynn University in Boca Raton. He can be reached at:

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What Time Do You Have?

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Researchers in the area of ethics suggest that we are ethically shaped due to religion, natural law and other forms of law. Each of us can testify that growing up, neither your neighbors nor your siblings received the same message from a religious viewpoint, interpretation of law or other forms of law. Considering our varying environments and experiences in youth, it is not difficult to comprehend why many of us have a different ethical basis.

Still, law enforcement agencies need to recognize that in order for their agencies to gain the public trust, they need to ensure that their employees

consistently make the right decisions. The public relies on us. It is essential that agencies train their officers in this area and continue to impress the importance of ethical decision-making.

Law Enforcement has an obligation to the public to provide ethics training for their employees that goes beyond academy training.

In the academy, young officers begin to adopt agreed upon policies to conform to the others in their class. It would be unusual for a cadet to sit with other cadets and condemn a subject such as ethics because they are all striving to be the true blue law enforcement officer. So the shift in ethics most

often occurs once the graduate is hired and is surrounded by senior officers. They may observe an officer take the “free cup of coffee” or pay half price for a meal. The person they modeled themselves after in the academy is now seen violating the ethical values in real life.

Imitation comes easy

So it is not surprising to understand how the degradation of ethics can and does occur. The new officer almost immediately begins to adopt the values and level of discretion of their co-workers. It is true that some

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will not or would not lower their standards, but those types of officers are few and far between.

For this reason, managers must practice ethical behavior. In doing so, the organization exhibits behavior not only from the bottom up but sets examples from the top down.

The importance of integrity should be impressed to all employees, as well. Lessons should be given in honesty, values, morals, principles, courage and civility. It is no longer good enough to just read about it — it must be practiced. Realistic scenario training accompanied by updated training videos can be a good start for an agency.

Personnel managers should also better screen applicants in the hiring process. Questions should be asked about the applicant's ethical background to previous employers, teach-

ers and academy trainers. The department's code of ethics should be stressed to not only the new officers but through ongoing training for the senior officers as well. Because of their high profile among the ranks, training officers should be those who consistently display a high level of integrity

While in the end it will be the decision of the employee what course of action they take in day-to-day activities, the department can provide educational training that may be able to fill a void of ethics that the employee might have when hired. Once the level of ethics is set, it can be improved upon and then the "bar" raised.

Sheriffs' Offices and Police Departments should monitor their employees for proper checks and balances in their system and corrective action should be taken in the event an ethical caveat is

violated. Though it won't guarantee that our internal "clocks" will be set exactly alike, it will at least allow our day-to-day decision making to better conform to the expectations of the citizens we serve.

Hernando County Sheriff's Office Sgt. Cinda Moore has been in law enforcement since 1992. She obtained her BA in Psychology and is currently working on her Master's degree in Criminal Justice at St Leo University. She can be reached at: CMoore7994@aol.com. ☆



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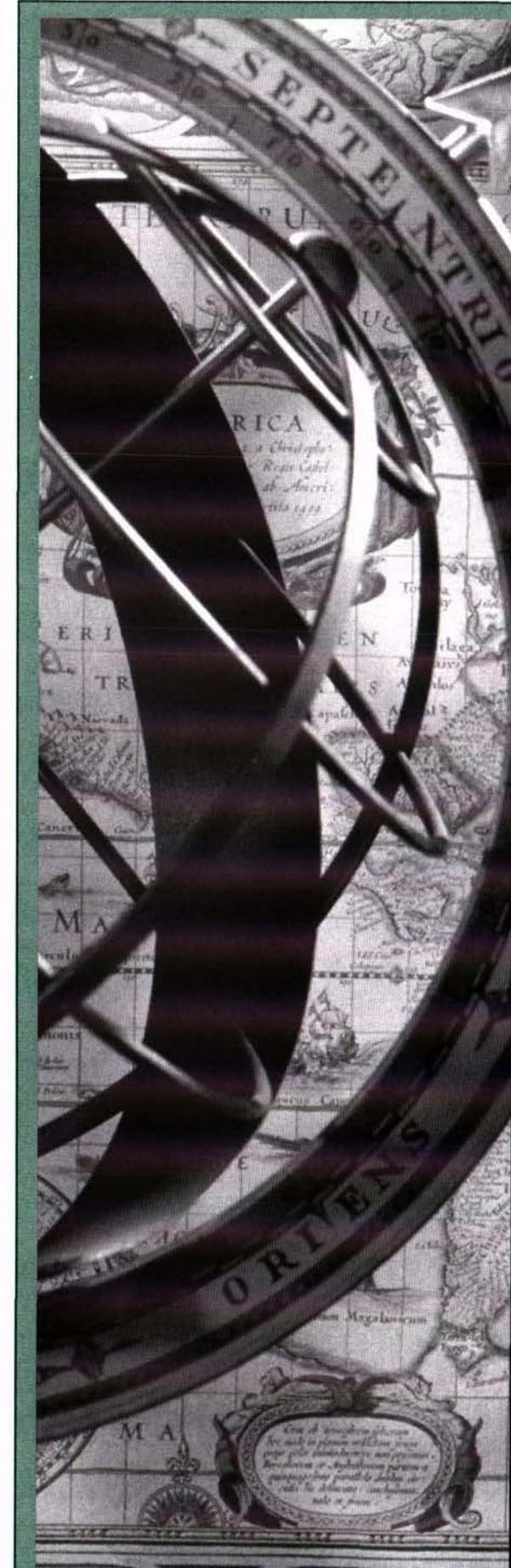
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Cell Dogs Graduate – With Honors

By Stan Nelson
Lee County Sheriff's Office

Six delinquent canines facing a death sentence for bad behavior now have a second chance on life, thanks to inmate trainers at the Lee County Stockade detention facility who rehabilitated the dogs for adoption.

The reformed recruits are part of the Lee County Cell Dogs Program, which pairs canines from Lee County Animal Services with inmates who serve as their trainers and full-time companions in the minimum-security section of the detention facility.

Over the course of nine weeks, the dogs lived with the inmates, received professional training and overcame behavioral problems that made them largely unadoptable.

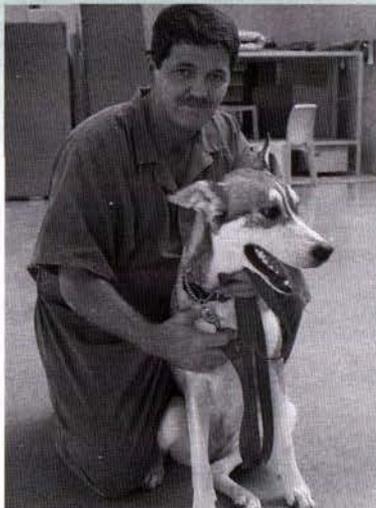
The program's culmination came on graduation day, Dec. 1, when trainers and dogs arrived at the graduation ceremony be greeted by a large audience and a great deal of pomp and circumstance.

Each cell dog received a personal introduction from Lee County Sheriff's Office Capt. Tom Weaver, who launched the program and oversees the unit where the training is conducted.

Demonstrations of obedience

Each inmate showed off the accomplishments of his ward before receiving his Pet First Aid and Obedience Training certificate. Based on reactions from the audience, it seems each dog rated "best of show."

Inmate trainers also met with the dogs' new owners to discuss last-minute details and help them bond with their new canine friends, evidenced by a swirl of tail wagging and doggie kisses. Before leaving with their new pets, each family received a diary from the inmate trainers; inmates had kept



a log of activities, issues, diet, accomplishments, etc., starting on the day the dogs arrived from Animal Services.

To ensure the dogs were good at home as well as in the Stockade, Capt. Weaver and his wife hosted each of the dogs during a "sleep over" at their home, prior to adoption.

Interest in the program has been overwhelming, with at least one call daily from the public, as well as inmate inquiries to participate, Weaver says. The agency has been contacted by correctional facilities in Jacksonville and Hillsborough County, and Davidson County, Tennessee. In addition, two Minnesota authors who are researching the special bond between people and dogs want to include inmate trainers' experiences in a book they are writing.

Saying goodbye was difficult for the



The Lee County "Cell Dogs Program" pairs canines with behavior problems with inmates who serve as their trainers and full-time companion for eight to 16 weeks. Once rehabilitated, the dogs are ready for adoption. Photos provided by LCSO Community Programs Unit.



inmates, it seemed, but the sorrow was quickly offset by the arrival of seven new Cell Dogs.

The canine and inmate arrangement has proven mutually beneficial for corrections and animal control, says Animal Services Capt. Lance Raiche. And there are no expenses for the Sheriff's Office – Animal services provides all their food, kennels/crates and veterinary services.

"For inmates, there is a genuine feeling of accomplishment," Weaver says. "They have taken pride and ownership in the program."

He adds, "The trainers are marvelous. I think they are pleased and surprised at the inmates' accomplishment."

For more information on the Lee County Sheriff's Office Cell Dog program, call Capt. Tom Weaver at (239) 477-1786.

Writer Stan Nelson can be reached through the Lee County Sheriff's Office at (239) 477-1066. Visit the LCSO web site at: <http://www.sheriffleefl.org/>. ☛

PIO Roundtables Proposed

The Florida Sheriffs Association is considering sponsoring regular Public Information Officer Roundtable discussions and we need your ideas.

For example:

- What type of format would work... a daylong workshop, an afternoon seminar or two-days to include an on-site visit to a Sheriff's Office or other destination?
- What location? We have available meeting rooms at FSA headquarters in Tallahassee.
- What topics do you sense need to be discussed?
- Should this be "PIOs only," or should we invite outside presenters?
- Is networking and information sharing the priority, or training?
- What time of year is best and what dates do we absolutely want to avoid?

Please send your suggestions, comments and feedback to: Julie Bettinger, jbettinger@flsheriffs.org. We'll keep you posted! ☺

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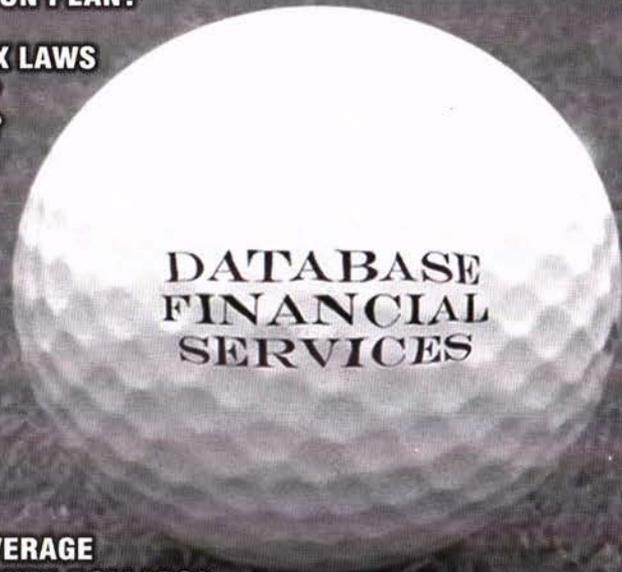
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