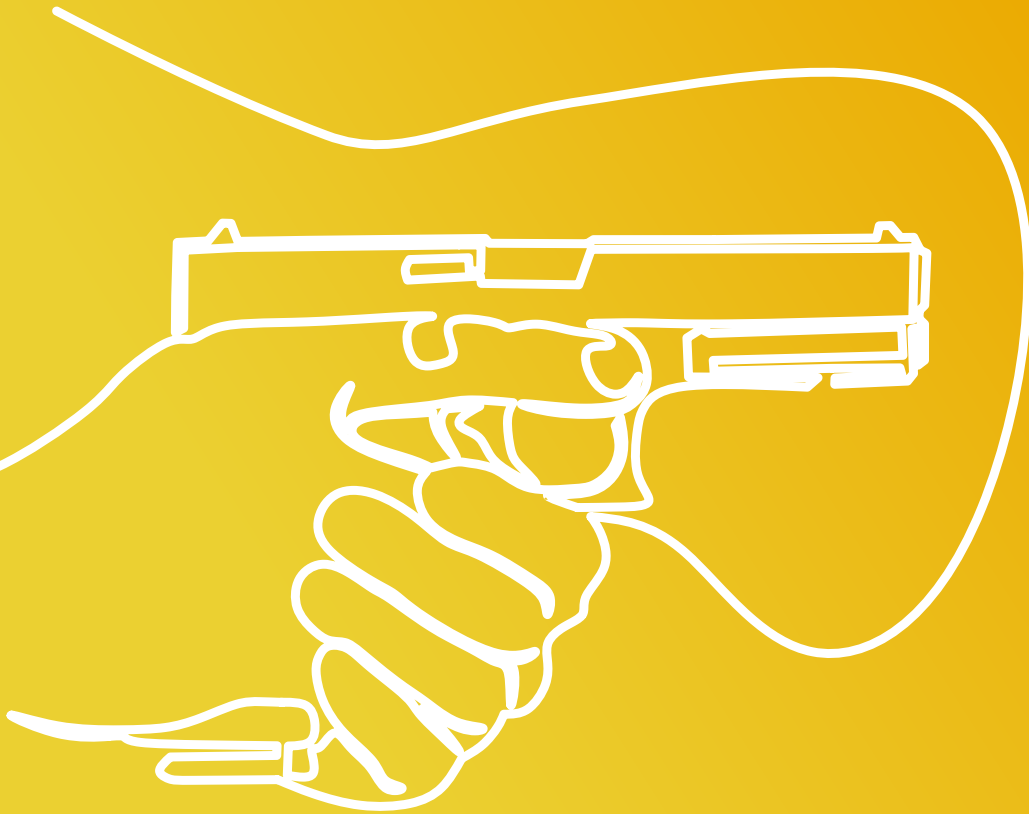


SPECIAL REPORT:

LAW ENFORCEMENT OFFICERS FIREARMS SURVIVAL SUMMIT



**NATIONAL LAW ENFORCEMENT OFFICERS
MEMORIAL FUND**

MEMORIAL MUSEUM OFFICER SAFETY & WELLNESS

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INTRODUCTION

On January 31, 2023, the National Law Enforcement Officers Memorial Fund (NLEOMF) held a first of its kind, day long summit, to address the increased number of officers killed by firearms. This summit was organized in response to data from the 2022 End-of-Year Preliminary Law Enforcement Officers Fatalities Report. For the second year in a row 64 officers died by gunfire, mirroring 2021 data. This disturbing trend represents a 21% increase in officers killed by felonious firearm assaults during the previous decade, 2010-2020.

This summit, sponsored by Armor Research Company, included subject matter experts from across the country and from a wide array of professional backgrounds. Held in the Verizon Theater of the National Law Enforcement Museum in Washington, DC, this event was made available to in-person and virtual at no cost to the attendees.

This one-day conference brought together representatives from the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF), the National Law Enforcement Officers Memorial Fund (NLEOMF), 2022 Destination Zero Award winners, the Federal Bureau of Investigation Law Enforcement Engagement Unit (FBI - LEEU), the Florida Department of Law Enforcement (FDLE), the National Policing Institute (NPI), the National Organization of Black Law Enforcement Executives (NOBLE), National Policing Institute (NPI), and the International Association of Chiefs of Police (IACP). Speakers from various organizations shared initiatives, policies, and practical tactics designed to keep our law enforcement safe. ATF Director, Steven M. Dettleback set the stage during his keynote address outlining the multitude of resources within the ATF aimed at supporting existing partnerships with local and state law enforcement agencies.

For the second year in a row 64 officers died by gunfire, mirroring 2021 data.

2022 End-of-Year Preliminary Law Enforcement Officers Fatalities Report

KEYNOTE ADDRESS

STEVEN M. DETTELBACH

Director, Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)

Director Dettelbach delivered the keynote address speaking on the current state of law enforcement mortality related to crimes and calls for service involving the use of firearms. Director Dettelbach offered his perspective as the director of the agency charged with protecting the public from crimes involving firearms.

Director Dettelbach, during his opening remarks, recognized that, “the level of gun violence we are seeing across this country is totally unacceptable...and tragically the toll of gun violence has included line-of-duty deaths of scores of law enforcement officers.” Director Dettelbach outlined the ATF’s multi-faceted plan to address this increasing problem by focusing on two areas of importance: 1. Things that the ATF has done well in the past and, 2. Newer weapons the ATF has to fight gun violence.

In response to analyzing those initiatives that the ATF has done well, Director Dettelbach stated that his agency would continue with its commitment to work side by side with municipal, county, city, and state law enforcement agencies. To further this ongoing relationship, the ATF will create a Headquarters level position to enhance these partnerships. By partnering with, and establishing Joint Task Forces, partner organizations will act as a force multiplier with investigations involving organized crime, gang violence, and all firearms related crimes.

Conversion devices continue to present a significant safety concern for law enforcement. These devices can instantly convert a firearm to a fully automatic weapon. Between 2017 – 2022, the number of machine gun conversion devices recovered by law enforcement has increased 570%. To address this alarming trend the ATF has developed the “Emerging Threats Unit.” This specialized unit, consisting of multiple disciplines within the Agency, is designed to identify new technology and tactics being used by criminals to circumvent existing firearms laws.

ADDITIONAL RESOURCES

<https://www.atf.gov/firearms/docs/report/nfcta-volume-ii-intro/download>

<https://www.atf.gov/resource-center/fact-sheet/fact-sheet-ettrace-internet-based-firearms-tracing-and-analysis>

PRESENTATIONS

LT. RANDY SUTTON (RET.)

*Founder, The Wounded Blue
Armor Research Company*

Randy Sutton, speaking on behalf of Armor Research Company, shared the benefits of the new Compact Response Shield. The patented 1000D Cordura load bearing shield cover is made in the USA exclusively for the Compact Response Shield by First Spear using their 6/12 technology to reduce weight. With Mil-Spec webbing and stitching this high quality 2 lb. cover was designed to be durable and resilient. The cover features front padding, Molle webbing, curved ergonomic high impact forearm padding, forearm strap, and integrated handle. Customize your shield by mounting various pouches, equipment, and accessories to the front and rear Velcro MOLLE. The top loading YKK zipper system secures your ballistic shield panel in place and allows for panel or cover swap if desired. US Patent D871,763 S



ADDITIONAL RESOURCES

<https://www.armorresearchco.com/>

<https://www.thewoundedblue.org/>

BILL ALEXANDER

Analysis from the 2022 End-of-year Preliminary Law Enforcement Officers Fatalities Report

Executive Director, National Law Enforcement Officers Memorial

"What we are here to talk about today and what we believe our data shows is that firearms deaths, specifically, are a problem." Bill, citing from the recently released 2022 end of year fatalities report, noted that there has been a 21% increase in the number of law enforcement officers killed by firearms over the previous decade from 2010-2020.

VIEW POWERPOINT

<https://nleomf.org/wp-content/uploads/2023/03/Bill-Alexander-Firearms-Summit-Presentation.pdf>

ADDITIONAL RESOURCES

<https://nleomf.org/wp-content/uploads/2023/01/2022-EOY-Fatality-Rept-FINAL-opt.pdf>

CHIEF BRIAN GOULD

Leading an agency after an ambush-style attack

Chief of Police Bristol, Connecticut

Chief Gould shared his experience as a Law Enforcement Executive leading an agency after the felonious killing of two officers. On October 12, 2022, the Bristol Connecticut Police Department lost two officers after a subject ambushed them while they were investigating a disturbance call. Chief Gould told the audience that it is important to build a strong relationship with the community and its leaders prior to an event of this magnitude. These relationships have been instrumental for the Bristol Police Department as it works to recover from this tragic loss.

Chief Gould underscored the importance of equipment and training, a reoccurring theme throughout the summit. He also recommended, "Emotional Survival for Law Enforcement." In support of Kevin Gilmartin's widely read book, Chief Gould emphasized that all Officers should read and share it with their families.

JEFF CAGGIANO

Mayor of Bristol, Connecticut

Mayor Caggiano talked about the need to, "flip the script." The importance of changing the public perception of law enforcement. He reiterated Chief Gould's sentiments about the positive relationship between the town and the police department.

MATTHEW GARCIA

Success Stories from Destination Zero Agencies and Resources from the National Law Enforcement

Officers Memorial Fund

Project Manager, Officer Safety and Wellness

National Law Enforcement Officers Memorial Fund

Matthew Garcia highlighted two initiatives with the NLEOMF Officer Safety and Wellness Pillar: Destination Zero and the Law Enforcement Ambassador Program. Reflecting on this past years Destination Zero Winners, Chesterfield County Police Department (VA) and the San Antonio Police Department (TX), Matthew brought attention to their use of technology and innovative thinking to ensure that their officers had the training and tools needed to meet the current rise in violence against police officers.

The National Law Enforcement Officers Memorial Fund (NLEOMF) depends on the support of a special group of volunteers: Ambassadors. The NLEOMF Ambassador Program identifies individuals in law enforcement across the nation who believe passionately in our mission to honor the fallen, tell the story of American law enforcement, and make it safer for those who serve. Ambassadors demonstrate this commitment by building awareness and generating support for the organization, while giving officers the opportunity to participate—firsthand—in honoring the men and women whose names are engraved on the National Law Enforcement Officers Memorial.

VIEW POWERPOINT

<https://nleomf.org/wp-content/uploads/2023/03/Matt-Garcia-Firearms-Survival-Summit-Presentation-final.pdf>

AMBASSADOR PROGRAM – ON-LINE APPLICATION

<https://nleomf.org/officer-safety-and-wellness/ambassador-program/>

ADDITIONAL RESOURCES

<https://nleomf.org/officer-safety-and-wellness/destination-zero/>

CAPTAIN MILES EARWOOD

2022 Destination Zero Award – General Officer Safety

San Antonio, Police Department (TX)

The San Antonio Police Department under the leadership of Chief William McManus, Captain Miles Earwood, and other San Antonio Commanders were able to successfully evaluate the departments needs when health restrictions were forcing departments to change the ways they operated. By gaining Department wide buy-in SAPD was able to utilize their Special Operations Unit in an efficient and effective way to provide training throughout the agency. They were also able to evaluate the number of police shootings and create and implement the Coordinated Response Program.

By reimagining training and analyzing restrictions imposed upon them due to COVID-19, they were able to increase training hours by 50% while decreasing officer involved shootings. In-keeping with out of the box thinking SAPD implemented disengagement training, which is being recognized on an increasing basis in departments, nationwide, as an appropriate response under certain circumstances. Disengagement allows officers to buy time, re-evaluate, strategize, and plan. For their work the San Antonio Police Department earned the 2022 Destination Zero Award for General Officer Safety.

SAN ANTONIO FIREARMS AND TECHNOLOGY AND PROGRAM

<https://youtu.be/0CHS4mScAyE>

DESTINATION ZERO AWARD – GENERAL OFFICER SAFETY

<https://youtu.be/VfxhkoLmx3g>

LT. COLONEL DAN KELLEY

2022 Destination Zero Award – Comprehensive Officer Safety

2022 Destination Zero Award – Comprehensive Officer Safety

The Chesterfield County Police Department, under the leadership of Colonel Jeffrey S. Katz and Lt. Colonel Dan Kelley, instituted a comprehensive training program, gaining national recognition as the 2022 Destination Zero Winner of the Comprehensive Safety Award.

The CCPD took a multi-faceted approach to address Officer Safety. Developing scenario based and resiliency training, training utilizing simunition's, a modular shoot house and reinforcing the fundamentals, CCPD created a mindset of training to survive. CCPD utilized technological resources to implement a drone and robot program within the specialized units. CCPD also made the transition from a .40 caliber duty weapon to a 9 mm handgun, increasing officer accuracy rate by 90%. These changes have benefitted the CCPD and provide a foundation for other departments to emulate.

CHESTERFIELD COUNTY FIREARMS AWARENESS AND TRAINING

<https://youtu.be/YW5CZMSBNk>

DESTINATION ZERO AWARD – GENERAL OFFICER SAFETY

<https://youtu.be/mftxKapcXB8>

PHILIP D. WRIGHT

Officer Safety Awareness Training (OSAT)

Liaison Specialist, Law Enforcement Engagement Unit (LEEU)

FBI Criminal Justice Information Services Division

Mr. Wright's presentation focused on data and research from the FBI's Law Enforcement Engagement Unit (LEEU). Based on the work of the LEEU, three factors must come together in all officer involved shootings and assault incidents to produce what is referred to as, "the Deadly Mix": the officer, the offender, and the circumstance.

His presentation, supported by officer and offender interviews, highlighted the dangers of complacency and what leads to this critical mistake. Perception, he noted, of both the officer and the offender, is a key factor in these violent encounters. Understanding the factors that can lead to an officer "lowering their guard" is critical to preventing some of these deadly attacks.

A reoccurring theme amongst offenders was, "freedom." The officer was seen as an obstacle between the offender and freedom. Interviews presented during the presentation showed that the offender did not see the officer as a person but rather a barrier to freedom that they were willing to kill to get through. This compelling presentation, filled with data and statistics garnered from



intense research called to attention the dangers facing law enforcement and actions that the officer can take to keep the odds in their favor.

VIEW POWERPOINT

<https://nleomf.org/wp-content/uploads/2023/03/Philip-Wright-OSAT-LEEU-Overview-Firearms-Survival-Summit-Jan2023.pdf>

ADDITIONAL RESOURCES

<https://www.fbi.gov/video-repository/crime-data-explorer-promo-092418.mp4/view>

<https://ucr.fbi.gov/leoka/2019/home>

<https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/home>

<https://le.fbi.gov/informational-tools/ucr/nibrs-resources>

PETER SOULIS

Winning Armed Encounters

Inspector, Sworn Training Unit

Florida Department of Law Enforcement (FDLE)

"Your body won't go where your mind has not been," Pete Soulis stressed to all law enforcement. His presentation focused on the tactics needed to survive an armed encounter and the importance of physical fitness, constant training, and mental toughness in the life of a police officer.

Over the course of an hour, Officers were introduced to a wide array of patrol tactics that Pete has been teaching officers throughout the country. Repetition in training, constant movement, honesty in instruction and competency at strong and support hand shooting were few of the takeaways from his presentation. Pete shared key points from two training programs being implanted in Florida for new officers: solo officer response to an active shooter and counter ambush training.

VIEW POWERPOINT

<https://nleomf.org/wp-content/uploads/2023/03/Peter-Soulis-Firearms-Summit-Presentation-final-PDF.pdf>

OFFICER OF THE MONTH AWARD – DECEMBER 2022

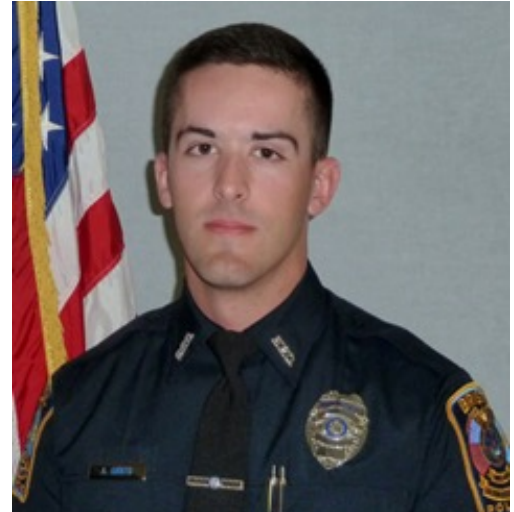
OFFICER ALEC IURATO

Officer Alec Iurato, Bristol, CT. Police Department. On October 12, 2022, at approximately 10:42 p.m. three Bristol Connecticut Police Officers, Sergeant Dustin DeMonte, Officer Alex Hamzy and Officer Alex Iurato responded to 310 Redstone Hill Road based on a 911 call believed to have been made by Nicholas Brutcher. Officers went to the side door of the house and spoke to Nathan Brutcher. They ordered Nathan Brutcher to show his hands and step out of the house. As Nathan Brutcher stepped out, gunfire erupted. Nicholas Brutcher fired well over eighty rounds attacking the officers from behind, fatally shooting both Sergeant DeMonte and Officer Hamzy while wounding Officer Iurato.

Despite sustaining a gunshot wound to his leg, Officer Iurato was able to make his way around the house and back to a Bristol Police Department cruiser. From that vantage point, he fired one shot striking and killing Nicholas Brutcher. Although some details of the investigation remain to be determined, it is evident from the evidence collected so far that Officer Iurato's use of deadly force was justified. Both Officers killed in the line of duty were posthumously promoted to the rank of Lt. Dustin DeMonte and Sergeant Alex Hamzy.

The ongoing investigation, as reported by Chief of Police, Brian Gould, suggests the suspect intentionally fabricated the report of domestic violence to purposefully lure and target law enforcement officers. This incident serves to highlight both the dangers associated with law enforcement and the increasing number of incidents where officers are specifically targeted for violence.

Bill Alexander, Executive Director, National Law Enforcement Officers Memorial, presented Officer Iurato with the December Officer of the Month Award. Officer Iurato was also given the "American Flag" which flew over the Memorial from April 2022 through September 2022.



PANEL PRESENTATION - PANEL DISCUSSION ON LAW ENFORCEMENT FIREARMS RELATED INJURIES AND FATALITIES

The Summit concluded with a panel presentation involving three highly regarded law enforcement experts. Jim Burch, President of the National Policing Institute, moderated a discussion with Retired Detroit Police Deputy Chief Brenda Goss Andrews, representing the National Organization of Black Law Enforcement Executives (NOBLE) and Norwood Massachusetts Police Chief William G. Brooks III, representing the International Association of Chiefs of Police (IACP).

Jim led the discussion asking panelists to reflect on the summit and what more could be done to get the number of officers killed in the line of duty down to zero. Goss Andrews shared personal stories from her time with the Detroit Police and solution-based initiatives undertaken by NOBLE to address access to firearms within the home. Chief Brooks spoke about the work being done at IACP to provide resources to police departments in their fight against gun violence.

- Goss Andrews reflected on her time as a Detroit Police Commander and an incident when she and her partner came under fire when responding to a call. She also shared the tragic story of losing an officer, who was shot while responding to a Robbery and the impact it had on her as a Commander.
- Goss Andrews recognized that we are at a critical time in law enforcement when the national conversation should be about increasing funding to police departments for training and not defunding across the nation.
- Chief Brooks noted how homicides increased 30% in 2020, the highest increase ever reported. 75% of those homicides were committed with a firearm. Officers must consider the relevance of the date when responding to call for service as there is an increased chance they will be met with violence.
- Chief Brooks brought attention to several initiatives by the IACP to include a public service announcement regarding the storage of firearms in vehicles, a gun safe program providing safes to new police recruits and enacting a resolution, followed up with model legislation, for states to enact that would require certain standards at gun shops.
- Goss Andrews spoke of a similar program through NOBLE, working with communities to bring attention to the importance of properly securing firearms in private residences. The program, "It Starts at Home," provides residents with information cards and gun locks. In Baltimore, 203-gun locks were distributed to members of the community.
- Chief Brooks spoke of "blue on blue" shootings and steps officers can take to minimize the risk of being shot by a fellow officer. These tactics include ensuring dispatch is providing accurate and timely



information to responding officer, including the presence of any plain clothes officer on scene and the use of raid jackets for those out of uniform.

- A 2010 Study, "Reducing Inherent Danger: Report of the Task Force on Police-on-Police Shootings," is available on-line through the U.S. Department of Justice Office of Justice Programs. This report of the New York State Task Force on Police-on-Police Shootings (officers shooting other officers whom they mistook for dangerous criminals) presents lessons learned from case studies and recommends improved training methods and tactics designed to prevent such shootings, improved investigative techniques for such shootings, and procedures that improve the treatment of the officers and families affected by such shootings.
- Goss Andrews implored leaders to address the issue of "distraction" amongst their officers. Devices such as cell phones are distracting officers and impacting their ability to be aware of their surroundings.

ADDITIONAL RESOURCES

<https://www.leonearmiss.org/>

<https://www.ojp.gov/ncjrs/virtual-library/abstracts/reducing-inherent-danger-report-task-force-police-police-shootings#:~:text=This%20report%20of%20the%20New%20York%20State%20Task,the%20officers%20and%20families%20affected%20by%20such%20shootings>

SUMMARY AND SOLUTIONS

This summit looked at the data from the 2022 End-Of-Year Preliminary Law Enforcement Officers Fatalities Report and focused on the 21% increase over the historical average of firearms-related deaths between 2010 and 2020. Presentations from law enforcement leaders and subject matter experts looked at a multitude of solutions to address the increasing danger to law enforcement. Utilizing technology and databases to aid investigations, partnerships between local, state, and federal agencies, focus on training and tactics and researching best practices were some of the initiatives being employed by departments around the country to reduce the number of officers killed each year.

The presenters and panelists all discussed critical issues related to firearms and each had their own take on related matters.

UTILIZING EXISTING FEDERAL DATABASES

The ATF values the relationships it has built with local and state law enforcement. Partnerships with agencies throughout the country have benefitted both law enforcement and the communities they serve. Databases such as the National Integrated Ballistics Network (NIBN) and E-Trace, a web-based application that traces the purchase and use history of firearms used in violent crimes, are currently underutilized by police agencies. 30% of agencies currently submit to NIBN while 50% of agencies are utilizing E-Tracing. Director Dettelbach noted the investigative benefits of each database and strongly encouraged agencies to utilize them to aid in firearm investigations.

Mr. Philip Wright encouraged departments to provide data and utilize existing FBI databases. The FBI publishes the Law Enforcement Officers Killed and Assaulted (LEOKA) data annually. This report contains important information regarding the number of officers killed, feloniously or accidentally, and officers who were assaulted while performing their duties.

The FBI's Crime Data Explorer (CDE) aims to provide transparency, create easier access, and expand awareness of criminal, and noncriminal, law enforcement data sharing; improve accountability for law enforcement; and provide a foundation to help shape public policy with the result of a safer nation.

In July 2021 the Uniformed Crime Reporting Program (UCR) retired the Summary Reporting System (SRS) and transitioned to the NIBRS-only data collection. The National Incident-Based Reporting System (NIBRS) when used to its full potential, identifies, with precision, when and where crime takes place, what form it takes, and the characteristics of its victims and perpetrators. Armed with such information, law enforcement can better define the resources it needs to fight crime, as well as use those resources in the most efficient and effective manner.

REGULATORY CHANGES

ATF Director Dettelbach informed viewers of two new rulings. In August 2022 – A federal ruling made clear that "ghost guns", privately made firearms that are untraceable and unserialized, are subject under the Federal Gun Control Act, to the same regulations that apply to judicially manufactured firearms. Those selling such firearms are required to comply with the same regulations that those who are in the business of selling "traditional" firearms must follow. This applies to serial numbers and conducting background checks.

The second ruling dealt with stabilizing braces. The recent ruling makes clear that when manufacturers, dealers and individuals, use stabilizing braces to convert certain pistols into rifles that are designed to be fired from the shoulder, they may be classified as short-barrel rifles. These firearms, if they meet the definition and length of a short barrel rifle must comply with the same provisions as other short-barreled rifles under the National Firearms Act.

TIME TO CRIME

Director Dettelbach and Chief Brooks discussed what is known as “time to crime” and the importance of this issue as it relates to officer safety. The amount of time from the legal purchase of a firearm to its use in a crime has decreased significantly. Director Dettelbach stated, “In the five-year period, 2017-2021, nearly 25% of traced crime guns, more than 366 thousand, had a time to crime of less than one year.”

Unsecured firearms in motor vehicles and thefts of guns from private residences and legitimate firearms dealers all contribute to this increasing trend. The IACP and NOBLE have both instituted several programs to address this issue. The IACP has put together a public service announcement that can be utilized by law enforcement to reach their communities through social media. NOBLE is providing informational material for homeowners on strategies to secure firearms within the home as well as providing gun locks for residents.

“In the five-year period, 2017-2021, nearly 25% of traced crime guns, more than 366 thousand, had a time to crime of less than one year.”

—Director Steven M. Dettelbach

COMPLACENCY

The issue of complacency continues to be a significant problem within law enforcement. Officers approaching situations as routine has led to tragic endings. Philip Wright, in addressing this problem within his presentation noted that perception is a key factor in complacency. In many situations, analyzed by the FBI’s Law Enforcement Engagement Unit, “officers allowed their guard to drop because they perceived the subject and the situation as less dangerous. The conviction that this schema is accurate is further fed by the officer’s belief that they can accurately read people and situations” (Violent Encounters, 2006).

Officer can arm themselves by understanding that their perception may be based on their own desires, fears, biases, hopes, experiences and trainings. Being acutely aware of the causative factors that may affect our perceptions is key to understanding how to overcome complacency.

TACTICS AND TRAINING

Pete Soulis’ dynamic presentation focused on tactics and training necessary to equip police officers with the skills and mindset needed to survive and armed encounter. Truth in training, such as identifying deficiencies at the range, is vital to helping officers address their shortcomings in a controlled training environment. Hand strength is critical to accurately firing a weapon and Soulis noted that it is important for instructors to look for this during department trainings.

Firearms training, throughout the country, is starting to look at qualifying distances of 21' or less. With many shootings occurring within a distance of 7' or less, officers must train and be prepared to encounter a threat at close range. 83% of officer shootings occur around a vehicle with officers firing second 95% of the time. Pete teaches his students that in a gunfight the officer must move and create a smaller target for the suspect. Most firefights last less than 3 seconds and therefore it is imperative that an officer, responding to a felonious attack, hit the center mass of a target within 1.5 seconds once identifying the threat. Speed, repetition of movement and constant training is needed for officers to become proficient in the skills needed to survive. Officers may not always have the opportunity to get to the range, outside of mandatory training days, but all officers can practice specific skills by repeatedly "dry firing" their weapon.

Most firefights last less than 3 seconds and therefore it is imperative that an officer, responding to a felonious attack, hit the center mass of a target within 1.5 seconds once identifying the threat.

Jim Burch and Chief Brooks discussed the unintended injuries and deaths related to blue-on-blue shootings. A term used to describe an officer accidentally being shot by a fellow officer, both men looked at ways to prevent these types of shootings. Chief Brooks identified multiple factors that could bring the number of friendly fire shootings down to zero. Off duty officers, or those in plain clothes, should respond to violent calls wearing a raid jacket, easily identifying them as a police officer. Badges may be worn in the front and recognizable when an officer is on-scene and out of uniform. Dispatchers play a critical role in the solution by announcing to responding units that plain clothes officers will be on-scene and providing a description.

What an officer says becomes increasingly important in a very fast-moving situation. Telling a subject, not readily identifiable as a plain clothes officer, to "drop the gun" will most likely be ignored. Chief Brooks noted that officers are trained not to give up their firearm. A more appropriate command, and one likely to be met with compliance by a plain clothes officer is, "don't move." Changing the command is most likely to achieve the expected response while keeping all on-scene safe.

TECHNOLOGY

Lieutenant Colonel Dan Kelley and Captain Earwood, speaking of their respective departments noted the importance of equipment and technology in keeping officers safe. Red Dot optics improve an officer's accuracy while ballistic vests, helmets, patrol rifles and removable hard armored plates ensure that officers are equipped with the tools needed to engage an armed subject.

Chesterfield County Police Department (CCPD) utilizes a modular shoot house which has enhanced training by allowing officers to practice their building clearing tactics and active shooter response. In addition to the modular shoot house, CCPD provides their officers with Automated External Defibrillators and IFAC tactical emergency kits.

San Antonio Police Department, in addition to the red dot optics, has outfitted their firearms with weapon mounted lights. Portable shields have been purchased and deployed in the field and are readily available for patrol units at calls requiring a higher-level response. Additional resources giving law enforcement teams the tactical advantage include the use of drones, helicopters, and robots.

As technological advances in law enforcement continue to improve, police departments are finding that these tools allow officers to gain a tactical advantage when otherwise they may have been at a

disadvantage. With the increased use of technology, departments are continuing to develop their policies to meet the stringent legal requirements.

DESTINATION ZERO

Destination Zero, an initiative of the National Law Enforcement Officers Memorial Fund, is designed to help agencies improve the health and safety of law enforcement officers across the country, from agent to correctional officer, from trooper to patrolman, from sheriff to constable. Destination Zero is searching for programs that benefit all.

The primary goal of the Destination Zero program is to create a platform that provides all U.S. law enforcement agencies with the ability to research successful and/or promising officer safety and wellness programs and identify the resources necessary to begin their own risk management initiatives.

THE NATIONAL LAW ENFORCEMENT OFFICERS MEMORIAL LAW ENFORCEMENT AMBASSADOR PROGRAM

The National Law Enforcement Officers Memorial Fund (NLEOMF) depends on the support of a special group of volunteers: Ambassadors. The NLEOMF Ambassador Program identifies individuals in law enforcement across the nation who believe passionately in our mission to honor the fallen, tell the story of American law enforcement, and make it safer for those who serve. Ambassadors demonstrate this commitment by building awareness and generating support for the organization, while giving officers the opportunity to participate—firsthand—in honoring the men and women whose names are engraved on the National Law Enforcement Officers Memorial.

Ambassadors serve as a conduit between the Memorial and the law enforcement community. Our Ambassadors help support the Memorial through philanthropy and help to ensure that critical lifesaving information, like that presented during this one-day summit, reaches our law enforcement leaders and those on the front lines.



LINK TO FULL LENGTH VIDEO PRESENTATION

<https://nleomf.org/officer-safety-and-wellness/2023-firearms-survival-summit-livestream/>

SPEAKER BIOS

Marcia Ferranto is known in the non-profit world for her reputation as a motivational and transformative leader. Much of her career has been focused on improving the non-profit business model. As an accomplished senior executive with international, national, and local experience, Marcia is dedicated to leading non-profits through launch, transition, and the enhancement of missions leading to greater fundability. By helping a wide variety of non-profit organizations, she has become instrumental in refocusing the non-profit business model to fit into today's ever-changing business environment. As a proven negotiator, relationship builder and team player, conversant in change management, turn-arounds, and government relations, Marcia has directly influenced positive outcomes related to how the non-profit business model has impacted international, national, and local initiatives and the lives and professions that have been enhanced by its efforts. She is committed to delivering successful results through courageous leadership and by improving leadership and management practices throughout the non-profit sector by leveraging organizational strategy, structure, and culture to achieve goals. Ferranto is accustomed to getting a seat at the table where she is known to "lean in" with clarity of thought, vision, enthusiasm, and a good sense of humor.



Ms. Ferranto's previous positions include CEO of both the National Court Reporters Association and Women's Transportation Seminar International and its related Foundation. She also served as Executive Director of the Kalmar Nyckel Foundation and was an influential leader in the transformation of the Delaware Art Museum.

She received a Bachelor of Science in Business Administration from Widener University. She is also a graduate of the Museum Leadership Institute and the Getty Leadership Institute. She recently served on the Board of Directors of DV LEAP and is a past president of the board of directors of the Sandy Spring Museum. Ms. Ferranto has also served on the advisory board for the ENO Center for Transportation and has been an invited guest speaker for New York University Master's Program at the Steinhardt School of Education.

Steven M. Dettelbach was appointed by the President and sworn in as the Director of the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) on July 13, 2022. Mr. Dettelbach is responsible for leading an agency of men and women charged with protecting the public by enforcing laws and regulations related to firearms, explosives, arson, and alcohol and tobacco trafficking.

From 2009 to 2016, Mr. Dettelbach served as the United States Attorney for the Northern District of Ohio. As U.S. Attorney, he oversaw high-profile investigations and both managed and personally handled large-scale, crisis-level litigations. He also supervised a broad docket of complex affirmative and defensive civil matters. After Clerking for the Hon. Stanley Sporkin, Mr. Dettelbach served from 1992 to 2006 as a career federal prosecutor in the Civil Rights Division and at three United States Attorneys' Offices. He was also detailed as counsel to the United States Senate Judiciary Committee



shortly after the 9/11 terrorist attacks. Most recently, Mr. Dettelbach was a partner and litigation group leader at a major national law firm.

In his 30-year career, Mr. Dettelbach has been involved in nearly every type of criminal, civil or regulatory investigation. He has also served in senior policy roles at the Department of Justice, having been appointed by two Attorneys General to the Attorney General's Advisory Committee (AGAC). Mr. Dettelbach also was appointed to Chair the AGAC Civil Rights Subcommittee by both Attorneys General Holder and Lynch, and he was the longest serving Chair in the Obama Administration.

Mr. Dettelbach is the recipient of numerous honors and awards for his service. These include the Cleveland Metropolitan Bar Association's Pace Setter Diversity and Inclusion Award for community outreach and hiring as United States Attorney; being named Prosecutor of the Year by the International Association of Financial Crimes Investigators; the Community Partner Collaboration Award for leadership in combatting the heroin and opioid epidemic; the Legal Aid Society of Greater Cleveland's Louis Stokes Paragon Award; Recovery Resources Exemplar Award for leading the multidisciplinary Heroin and Opioid Task Force in 2015; and the Stephanie Tubbs Jones Award for Public Service in 2016.

Mr. Dettelbach received his J.D. from Harvard University in 1991 and his B.A. from Dartmouth College in 1988. He is married with two children.

Randy Sutton is a 34-year Law Enforcement veteran and nationally known media commentator on Law Enforcement issues. Randy is the Founder of 'The Wounded Blue' The National Assistance and Support Organization for Injured and Disabled Law Enforcement Officers. He served ten years in the Princeton New Jersey Police Department and 24 years with the Las Vegas Metropolitan Police Department retiring at the rank of Lieutenant. He is recognized as one of the most highly decorated officers in the LVMPD history, having awards for Valor, Community Service, Exemplary Service and multiple Lifesaving awards. He has trained thousands of Law Enforcement Officers in the United States on the subject of "Policing With Honor" He is the author of "True Blue Police Stories by Those Who Have Lived Them", 'A Cop's Life', "True Blue to Protect and Serve", and has been recognized by the President of the United States while receiving the "Points of Life " Award and is also the author of the Amazon #1 Bestselling book, "The Power of Legacy, Personal Heroes of America's Most Inspiring People" He is the Host of the popular Podcast and Live Talk Radio show "The Voice for American Law Enforcement".



Mr. Anderson began his career in law enforcement more than 30 years ago as a U.S. Army Military Police Officer and served in combat operations in the Middle East during Operation Desert Shield/Storm. He continued his work in law enforcement later as a Correction Officer for the State of Connecticut and as a municipal police officer in the State of Massachusetts. Mr. Anderson served the Connecticut State Police as a Sergeant for 26 years, retiring as the Director of Wellness and Resilience. During his career he served as a patrol trooper, resident state trooper, detective, internal affairs investigator, and was the creator and program manager for State Police STOPS (State Troopers Offering Peer Support) program for ten years. In that position he managed several law enforcement behavioral health programs including the department's two CISM (Critical Incident Stress Management) teams, the Peer Support Program, Chaplaincy, and Military Support Program. He was twice the recipient of the Connecticut State Police Lifesaving Medal, Meritorious Medal, Outstanding Achievement Medal, two Unit Citation Awards, the Commissioners Sandy Hook Recognition Award, and the Connecticut Wartime Service Medal. Mr. Anderson has an undergraduate degree in criminal justice and is a graduate of the University of Connecticut School of Business Executive Education Program. Following the tragic school shooting at the Sandy Hook Elementary School in Newtown, Connecticut on December 14, 2012, Mr. Anderson managed the Connecticut State Police Peer Support, Chaplaincy, and CISM teams that were deployed on-site and tasked with providing interventions and debriefings for the affected members of the State Police, municipal and federal law enforcement partners, first responder staff, support personnel, embedded clinicians, and state senior executives. Mr. Anderson was the recipient of the 2013 International Critical Incident Stress Foundation (ICISF) World Congress Cofounders Award for Excellence in Critical Intervention and/or Disaster Response based on his work with the Sandy Hook Elementary School tragedy, the 2016 Officer Paul Buchanan Memorial Peer Support Award for Extraordinary Leadership and Dedication to Mental Health and Well-being, and has presented extensively on critical incident stress management and peer support across the United States, Canada and Europe.



Bill Alexander joined the NLEOMF with nearly 30 years of law enforcement experience, starting with the United States Air Force as a Security Police Officer at Andrews Air Force Base. After being honorably discharged he joined the Prince George's County Police Department in Maryland, a community which borders Washington, D.C. He served initially as a patrol officer and later transitioned into a variety of supervisory and command level roles as he was promoted through the ranks. He worked as a senior commander in the Media Relations and Internal Affairs Divisions. He was then promoted to take charge of the Hyattsville District station, which included College Park and the University of Maryland, unique and sensitive landmarks for the State and County. Alexander concluded his career with PGPD as the Commander of the Training and Education Division, where he oversaw a progressive, community policing-based police academy. Across many of those roles, he also served as the department's Lead Legislative Liaison, tasked with representing the department and Chief of Police at state and local level legislative sessions. This role helped forge essential relationships as he worked directly with elected leaders, senior government officials, state and local legislators,



and various advocacy groups such as the Maryland Chiefs of Police. He holds a bachelor's degree in Management and a master's degree in Leadership from Johns Hopkins University in Baltimore, Maryland. Alexander's leadership and extensive background in law enforcement will help ensure the Memorial Fund does not falter in its mission, to honor all those who fall in the line of duty.

Chief Brian Gould is the Chief Executive Officer of the Bristol Police Department. In his role as Chief, he performs highly responsible managerial, administrative, and technical work involved in leading, planning and directing the activities of the Bristol Police Department. As Chief, and with over twenty-eight years of law enforcement experience, he administers the Department through his staff of Department Heads in the functional areas of: administration, investigation, and patrol services, including animal control and emergency dispatch.

Brian develops near-term and long-range planning and strategy for police services. He establishes operating policies, procedures and priorities and oversees the execution of such. He coordinates and leads investigations of major crimes as needed and oversees internal affairs and civilian complaint investigations. Brian collaborates with staff to develop strategies to cope with criminal activity, traffic flow problems, and other police related activities as well as coordinating police activities with other local, state, and federal law enforcement agencies. As Chief, he prepares the annual departmental budget and presents and defends budget requests before the Police Board and the Board of Finance. He administers personnel regulations and collective bargaining agreements for the Department and acts as management member for Union contract negotiations.

Brian sits on the United Way of Connecticut Board of Directors, is Chairman of the Statewide Narcotics Task Force Policy Board, is Chairman of the Capitol Region Chiefs of Police Association Civil Disorder Task Force, sits on the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations (CSCESAI), sits on the Connecticut Police Chiefs Association Wellness Committee, is a Bristol Health Corporator, sits on the FBI National Academy Associates CT Chapter Executive Board as Membership Coordinator, sits on the Capitol Region Emergency Planning Council/ESF-13, is a two term past President of the Capital Region Chiefs of Police Association and sat on the Connecticut Police Chiefs Association Board of Directors.

Prior to Chief, Brian was a Captain and in charge of Patrol Operations. Here he was responsible for planning, organizing, directing, managing, and coordinating the activities of the members under his command. His commitment and proactive approach strengthened the effectiveness of police practices to align with policies and procedures. His role also required a responsive component, as he was required to analyze and solve police issues that arose. This also included being responsible for developing and implementing plans and resources for emergencies. To meet these objectives, he relied on his strong background in policing, vast knowledge, and strong leadership.

Prior to Captain, Brian was a Lieutenant and served as the Bristol Police Department's Professional Standards/Training Division Commander. He was a certified law enforcement instructor and has experience instructing in the areas of: Use of Force, Firearms, Decision Shooting, Driver Simulators, Field



Training Responsibility, Planning and Development, P.O.S.T. Physical Fitness Specialist and Capitol Region SWAT School. In addition to his administrative duties within the Bristol Police Department, Brian instructed for the Spector Training Capitol Region Training Program and was responsible for teaching a critical incident mutual aid response plan to Patrol Officers, Supervisors, Administrators and Chiefs of Police.

Brian was Commander of the Central Region Emergency Response Team, which is a regional SWAT team that handles high risk incidents within the Connecticut communities of Bristol, Plainville, Plymouth and Southington and was one of nine (9) SWAT teams assigned to the Capitol Region. Brian had been a member of CRERT for over fifteen (15) years prior to becoming Chief.

Some of Brian's special assignments/special teams include: Field Training Officer, Field Training Officer Coordinator, Central Region Emergency Response Team: (operator, shield, breacher, team leader, assistant team commander, team commander), Detective: Criminal Investigations Division, Narcotics Enforcement Team, Sergeant: Patrol Division, Mission Statement Revision Committee, Recruitment/Selection, Lieutenant: Patrol (OIC), Use of Force Committee, Co-Chairman BPD Awards Committee, Co-Chairman BPD Safety Committee.

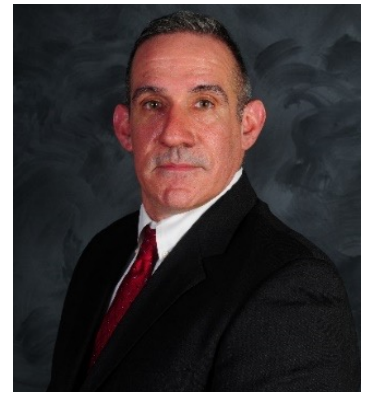
Brian has a bachelor's degree from Eastern Connecticut State University with a Major in Sociology and a focus in Criminal Justice; and Minors in Criminal Justice and Business Administration. He also earned a master's certificate in Criminal Justice Education from the University of Virginia School of Continuing and Professional Studies. Brian was awarded The Leadership Trilogy for completing the FBI Law Enforcement Executive Development Association program and completed the Command Training Series/Executive Development Course of the Justice System Training and Research Institute. Brian is a graduate of the 274th FBI National Academy and since that time has been a guest speaker/instructor for the FBI NA in Quantico, VA.

Jeff Caggiano is a life-long Bristol resident and attended Bristol schools, including Bristol Eastern High School, where he was a standout soccer player in the 1980's. He attended Washington and Lee University and graduated cum laude with a degree in Biology. Mr. Caggiano has worked in the Biotechnology and Pharmaceutical Industries for the past three decades. He is an active member of St. Gregory's Church. Over the years he has coached soccer and baseball in Bristol youth leagues.

He has served on the Bristol City Zoning Board for two years and was elected to the Bristol Board of Education for four years. For the past six years, he has served as Chairman of the Republican Town Committee. He is married and has three adult children.



Matthew Garcia is a retired member of the Connecticut State Police who has contributed 26 years of service as a State Trooper and Local Police officer. His career took him from patrol uniform, serving throughout Connecticut, to sergeant before retiring as a lieutenant with the State Police Bureau of Special Investigations. He served 12 years in the State Police Peer Support Program overseeing critical incident debriefings and 9 years as a Hostage and Crisis Negotiator attached to the State Police Emergency Services Unit (ESU). He has led debriefings in the wake of critical incidents to include the Sandy Hook School Shooting response in 2012 and numerous officer involved shootings. Matthew has supervised negotiators in a variety of barricade situations, particularly violent and suicidal individuals. As a negotiator his duties consisted of coordinating the efforts of State Police Negotiators and responding to incidents in support of the State Police Emergency Services Unit. Matthew was responsible for the training and certification of all new negotiators and ongoing refresher training for current members. He has conducted in-service training for many local departments in Connecticut and partner teams of the New England State Police Administrators Conference (N.E.S.P.A.C). Matthew has spoken on issues related to police stress and suicide before the Ontario Police College, Missouri CIT Conference, Mental Health, and Recovery Services of Warren and Clinton Counties, OH., and Baltimore PD. Matthew is currently the Program Manager for the National Law Enforcement Officers Memorial Fund's Ambassador Program.



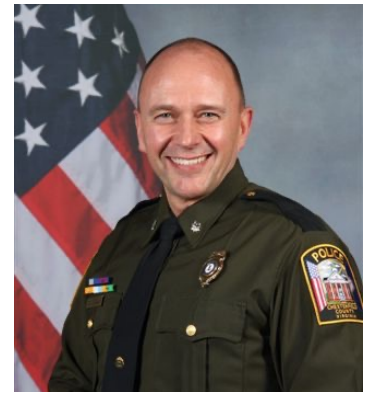
Captain Miles Earwood has been a member of the San Antonio Police Department for over 20 years. During that time, Captain Earwood has held leadership positions in operational, investigative, and administrative roles. Captain Earwood was previously the Commander of the Special Operations Unit and is currently the Commander of the Homicide Section. The Homicide Section includes Traffic Investigations, Assaults & Murders, Night Criminal Investigations Detail, Missing Persons, and the Juvenile Processing Office. Captain Earwood is certified by the International Association of Chiefs of Police (IACP) as a leadership instructor, has a master peace officer license, and holds a master's degree in Justice Policy.



Lt. Colonel Dan Kelly serves as the Chesterfield County Police Department's deputy chief of police for support. The Chesterfield County Police Department was established in 1914 and has an authorized sworn strength of 558 officers and 138 full-time and 57 part-time non-sworn employees. Chesterfield County, Virginia, covers over 437 square miles, including 8,000 road miles, and is home to over 364,000 residents, making it the fifth-largest jurisdiction by population in the Commonwealth and the largest in the Richmond metropolitan area.

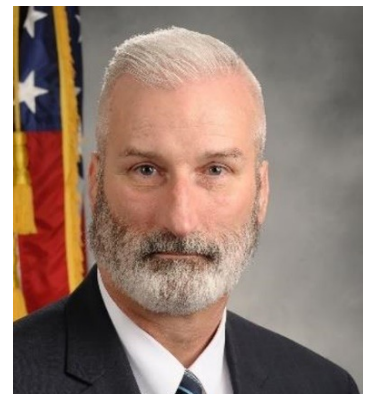
Lt. Colonel Kelly Kelly began his law enforcement career in 1987 with the Chesterfield County Police Department. He has had a diverse career with assignments in investigations, uniform operations, training, community services, Office of Professional Standards and Office of the Chief.

Lt. Colonel Kelly obtained a Bachelor of Arts degree in police science and a Master of Science degree in police administration from Mercyhurst University in Erie, Pennsylvania. He is also a graduate of North Carolina State University's - Administrative Officers Management Program, the Professional Executive Leadership School (University of Richmond), University of Virginia's LEAD program, and has attended other leadership programs throughout his career.



Mr. Philip D. Wright, an 18-year law enforcement veteran, started his career in 1994 as a patrol officer with the Clarksburg Police Department (WV). He worked undercover in a multi-jurisdiction drug task force and was a member of the Special Response Team (SRT). Additionally, he was a certified instructor of RADAR and LIDAR enforcement.

In 2000, Mr. Wright joined the West Virginia State Police where he spent a majority of his career working criminal investigations. He received specialized training as a forensic interviewer of children suspected of being sexually assaulted and was a member of a specialized unit responsible for investigating these types of crime. In addition, Mr. Wright provided officer survivability instruction to cadets in training at the West Virginia State Police Academy.



Mr. Wright entered into duty with the FBI in 2012. He is assigned to the Criminal Justice Information Services Division in Clarksburg, WV. Currently, he serves as a certified training instructor for the FBI's Law Enforcement Engagement Unit. Mr. Wright has lectured and trained multiple law enforcement officers nationally and has authored several articles relating to law enforcement safety. He has been researching felonious assaults and deaths of law enforcement officers since 2012. He has consulted and advised federal, state, and local law enforcement agencies regarding law enforcement safety issues. Mr. Wright received a degree in Applied Science - Police Science with Honors at Marshall University, Huntington, WV.

Pete Soulis is an Inspector with the Florida Department of Law Enforcement in the Sworn Training Unit (STU) focused on developing experienced based curriculum. Inspector Soulis is the Use of Force (SME) For FDLE. He has been involved in multiple shooting situations during his career and utilizes those experiences to enhance training. Inspector Soulis was awarded the Law Enforcement Instructor of the year award in 2022.

Pete started his career at Jacksonville Sheriff's Office. During his tenure with Jacksonville Sheriff's Office, he was recruited to assist with standing up a security force for the U.S. Department of Interior, Bureau of Reclamation (Grand Coulee Dam).



After retiring from Jacksonville Sheriff's Office in 2007 he was recruited to assist with the creation of a national counter terrorism unit for passenger rail. As the Principle Special Agent for Office of Security, Strategy & Special Operations (OSSSO), he was tasked with supervising a wide variety of discrete missions, including undercover operations and counter-surveillance. He was the Team Leader for the QRF (Quick Reaction Force) for the President-Elect Obama's historical inaugural train ride to Washington D.C.

Pete spent four years of his career in Afghanistan. Pete's extensive tactical background served as a vital component when training personnel in the field during the first two years as an embedded Law Enforcement Professional (LEP) which included mentoring to the National Afghanistan Army and Police on law enforcement tactics and procedures. In 2012 he was recruited, by now Congressman Michael Waltz, to serve in Northern Afghanistan as a Law Enforcement Subject Matter Expert (SME) for COMISAF Advisory and Assistance Team (CAAT). Responsibilities included Conferring with Ministry of Interior officials and members of the international community concerning police development and law enforcement matters and providing Law enforcement advice and analysis back to COMISAF.

Inspector Soulis created a firearms program specifically to address spontaneous shooting situations that line function law enforcement find themselves in routinely. He continues to believe in developing the complete officer and emphasizes to his shooters that they must remain situationally aware, physically, and mentally prepared to engage while maintaining tactical proficiency under the stress of combat. Pete Soulis developed a firearms system using his extensive firefight experiences and knowledge of physiological aspects of human change during deadly force encounters. Pete has been training civilian law enforcement and military personnel nationally about the aspects of surviving deadly force encounters.

Pete has been awarded the Medal of Valor, Purple Heart, Military Order of the Purple Heart, SWAT Man of the Year and the Florida SWAT Associations Award of Merit. Officer Soulis was also nominated for the National Top Cop Award and elected to the American Police Hall of Fame's Legion of Honor. He was awarded The Outstanding Civilian Service Medal and the Commanders Award for Civilian Service for his participation in Operation enduring Freedom while deployed with the U.S army in Afghanistan. Lieutenant Colonel Dave Grossman, author of The Bullet-Proof Mind and the Pulitzer nominated On Killing included Officer Pete Soulis's 1997 deadly force gun battle in his book On Combat.

Jim Burch is the President of the National Policing Institute, overseeing the Foundation's efforts to advance policing through innovations in practice and technology. Jim Burch joined the National Policing Institute in early 2015, serving as the Foundation's Vice President for Strategic Initiatives and Executive Vice President, overseeing the Foundation's U.S.-based and International efforts to advance policing through the Foundation's strategic programs, including research projects and training and technical assistance portfolios. Mr. Burch has initiated and led the Foundation's efforts to identify and promote innovations in policing, including emerging technologies and policy alternatives. As a result of these efforts and others, the Foundation's organizational capacity and public and private revenues have increased substantially each year, with overall funding revenues more than doubling from 2014 to 2018. During a short tenure as Interim President, Mr. Burch worked together with



NPI staff to identify more than \$2 million in overall cost savings initiatives, achieved the highest GuideStar Charity Rating of "Platinum", and was awarded funding for a major enhancement of the NPI's policing initiatives in Latin America. As a result of these accomplishments, the Foundation has vastly expanded engagement with federal, state, and local law enforcement and policymakers and with communities across the Nation, further enabling the Foundation's mission of advancing policing through innovation and science.

Mr. Burch formerly served for more than 20 years at the U.S. Department of Justice, having been appointed to various senior executive and leadership positions. As Acting Director of the Bureau of Justice Assistance from 2009-2011, Mr. Burch oversaw the Department of Justice's largest agencies designed to support state and local law enforcement in the U.S., with a budget exceeding \$500 million annually. As Deputy Assistant Attorney General of the Office of Justice Programs (OJP) from 2011 through 2013, Mr. Burch served as the highest-ranking civilian in DOJ's research and funding arm, overseeing all agency operations and management, interfacing with Congress and with Cabinet-level Officials across DOJ and the federal government. As Acting Assistant Director at the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) from 2014 to 2015, Mr. Burch had responsibility for overseeing ATF's Public and Governmental Affairs Directorate, including ATF's Congressional Affairs, Public Affairs, Inter-Governmental Affairs and public records activities. During his federal career, Mr. Burch spearheaded many efforts to advance federal criminal justice and homeland security policy and programs and initiatives designed to support and assist state and local law enforcement. Mr. Burch worked closely with other components of the U.S. Department of Justice during his career, including the Civil Rights Division, the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco, Firearms and Explosives, among others.

Mr. Burch earned a Master of Science Degree in Administration from Central Michigan University and a Bachelor of Arts Degree in Criminal Justice from the University of Maryland at College Park. Mr. Burch also serves as a Senior Fellow in the Center for Evidence-Based Crime Policy at George Mason University, where he was also inducted into the Evidence-Based Policing Hall of Fame in 2015.

Mr. Burch also serves on the Board of Directors for multiple national organizations, including the National Law Enforcement Officers' Memorial Fund, the National Public Safety GIS Foundation, and Street Law, Inc., a program dedicated to educating young people about law and government.

Brenda Goss Andrews retired from the Detroit Police Department as a Deputy Chief with over 25 years of dedicated public service. She was promoted through the ranks from police officer to Deputy Chief becoming the first female in the Department's history to administer and control the police department's \$400 million-dollar budget and thirty million dollars in state and federal grants. As deputy chief, she was one of the incident commanders in the August 2003 city-wide blackout that lasted for several days, responsible for procuring generators for precincts and ensuring the 911 system was operational among many other tasks. As Commander, she oversaw the departments' Personnel Division (human resources) which included recruiting and hiring police officers, overseeing the departments recruit and in-service training for over 2000 officers, preparing promotional examinations and assessment center evaluations for several thousand officers seeking promotion; and serving as the



department's Equal Employment Opportunity Director (EEOC) which included training and investigating claims of sexual harassment, workplace violence, and hostile working environments. As Deputy Chief, Brenda was the project and budget director for a new construction 62,000 square foot, \$18-million-dollar Southwest Public Safety Center. She also worked with the Department of Justice on the departments' consent judgment and was chairperson for five extensive boards of review reports on deadly force police-involved shootings. She developed and taught several leadership classes for newly promoted sergeants and lieutenants. During her career, she has also worked as a beat and street patrol officer and a sex crime detective. Brenda was elected as NOBLE National 2nd Vice President in July 2020 and ascended to the presidency in July 2022. Previously, she was the NOBLE Region IV VP and is a former president of the Metro Detroit Chapter. She served eight years as the chairperson of the NOBLE National Civil Rights Committee. She is a trainer for NOBLE's "Law and Your Community." Brenda is co-founder and president of the "Retired Detroit Police Members Association," which was founded in 2014 to fight Detroit's bankruptcy that adversely affected over 10,000 retirees. She presented a workshop on Detroit's bankruptcy at NOBLE's annual conference in Grand Rapids and appeared on a panel at the annual Congressional Black Caucus conference in Washington, DC with the late Congressman John Conyers. Brenda received a Bachelor of Business Administration degree from Howard University in Washington, D.C., a Master of Science in Criminal Justice from Michigan State University and is currently pursuing a doctorate in criminal justice at Walden University. She is a graduate of the 171st class of the FBI National Associates Academy in Quantico, Virginia. Brenda is a member of several police associations, such as the International Association of Chiefs of Police (IACP), the FBI National Academy Associates (FBINAA), and the Police Executive Research Forum (PERF). She serves as an advisory board member on the University of Chicago Community Safety Leadership Academy (CSLA). Detroit City Council appointed Brenda to serve as a Commissioner on the City of Detroit's City Planning Commission which reviews developments and the Neighborhood Opportunity Funding grant (NOF). She is also a licensed real estate professional in the state of Michigan. Brenda has received numerous awards and citations during her career, including the "Breaking the Glass Ceiling" award from the National Center for Women & Policing.

William G. Brooks III is the Chief of the Norwood, Massachusetts Police Department and has been a police officer for over 45 years. Bill was a member of the Supreme Judicial Court's Study Committee on Eyewitness Identification and is a member of the SJC standing committee. He also served on a committee at the National Academy of Sciences that issued the 2014 report "Identifying the Culprit, Assessing Eyewitness Identification." He presents nationally on behalf of the Innocence Project and has delivered presentations in 29 states. Chief Brooks was the 2012 recipient of the Innocence Network's Champion of Justice Award and received the Civil Rights Award for Individual Achievement from the International Association of Chiefs of Police in 2015. Chief Brooks served as president of the Massachusetts Chiefs of Police Association in 2016 and sits on the Board of Directors of the International Association of Chiefs of Police. He is a graduate of the FBI National Academy.





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