

NAWLEE NEWS

INSIDE THIS ISSUE:

NAWLEE BOARD OF DIRECTORS 2003-2004	2
BOOK REVIEW	2
EXECUTIVE DIRECTOR'S REPORT	3
NAWLEE PROMOTIONS AND CHANGES	4
NEW MEMBERS	4
CANDIDATE SURVIVAL: PANEL INTERVIEWS	5
PRESIDENT PELTZER IN SOUTH AFRICA	6
DO YOU BUY LOTTO TICKETS?	7
LAW ENFORCEMENT MUSEUM PROJECT	8
CONFERENCE	9
NETWORKING AROUND THE LAKE TRAINING	9
MV NARCOTIC ARRESTS	11
PHOTOS	12

SPOTLIGHT MEMBER

ASSISTANT CHIEF LAURA FORBES TEMPE POLICE DEPT, ARIZONA

Laura Forbes was elected NAWLEE's 1st Vice President during the July conference, held in Tempe, Arizona. Many NAWLEE members know Laura, but for those of you who have not had the pleasure of meeting her and interacting with her at the Tempe conference, let me tell you a little about her.

Laura has served with the Tempe Police Department for twenty-four years. During her tenure with the TPD she has held every position imaginable, to include Patrol, Field Training, Criminal Investigations, Selective Enforcement, and Administration. Laura is currently the Assistant Police Chief of the Investigations Division. This Division manages criminal investigations, traffic/motors, Park Rangers, the K9 and mounted patrol

units, bicycle squad, EOD, intelligence, and SWAT. Laura was recently transferred to this Division from Patrol three weeks ago. When asked how the transition was going Laura replied: "My head is spinning like Linda Blair!" Anyone who knows Laura knows that her sense of humor is truly a gift, and that she is more than capable of handling such a diverse Division. Laura likes a challenge, likes the opportunity to learn new things and work with different people, hence why she will soon master this assignment and be ready for the next challenge that comes her way.

Laura is a highly decorated member of the Tempe Police Department. She has been awarded three Distinguished Service medals, the Meritorious Service award, and the Department's Medal of Valor. She was promoted to Assistant Chief in September of 2000.



Assistant Chief Forbes has a Bachelors Degree in Management from the University of Phoenix and a Masters Degree in Public Administration from Arizona State. She is active in Kiwanis International and the Tempe Leadership Program.

I asked Laura what she would want the readers and members of NAWLEE to know about NAWLEE. Laura was quick to mention that many of the pioneers in our profession have retired or are leaving the profession in the near future. She believes these women were critical to the success of other women in this field, and that leaving a legacy needs to be a key focus of NAWLEE. "Sewing seeds for future growth of women in leadership positions is vital to our success", and she cited NAWLEE's Continued on Page 2

MESSAGE FROM THE PRESIDENT CHIEF VICKY PELTZER



Welcome to 2004 NAWLEE members. It is hard to believe that 2003 is already over. There is much to update you on since our last newsletter in September so here we go.

The NAWLEE Board of

Directors met in Chicago to continue our strategic planning that we began at the annual conference. Ina Wintrich, from the Arizona Leadership Development Program, continued on Continued on Page 2

NAWLEE BOARD OF DIRECTORS 2003-2004

President Vicky Peltzer, Chief,
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1st Vice President Laura Forbes,
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2nd Vice President Lianne Tuomey,
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Secretary Michelle Peralta,
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Treasurer Susan Kyzer, Exec. Dir.,
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Immediate Past President
Theresa Chambers, Chief, United
States Park Police

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Executive Director Diane Skoog,
Chief (Ret.) Carver PD 781-789-
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ASST. CHIEF LAURA FORBES continued from page 1

Mentoring Program. Laura said that if she has one hope for the future of NAWLEE it is that "we perfect this program" and assist other women as they advance in their careers. Laura has received several phone calls and e-mails from members who attended the Tempe conference who commented about the great contacts they made with women in executive positions who have a desire and a passion to mentor and assist other women in promotional processes.

These positive messages continue to inspire her to network and mentor others, for the good of all women and the good of the profession.

When asked about what her plans are for the future, Laura said: "I still enjoy what I am doing and as long as I don't see myself as an obstacle to progress I'll continue my career with Tempe." Judging from the phenomenal job that she did bringing the NAWLEE conference to Tempe in July, I think we'll be blessed to have her to share our profession with for a long time!

BOOK REVIEW: THE THIRTEENTH SKULL

By Capt. Kathy Stefani

The Thirteenth Skull

Bonnie Ramthun

Loveland Press

Soft Cover \$14.95

ISBN# 0-9662696-7-5

Bonnie Ramthun's newest novel, *THE THIRTEENTH SKULL*, is her third story featuring Eileen Reed, a Colorado Springs homicide detective and occasional consultant to the Department of Defense. She's

taking a break from her wedding planning to return to her parents Wyoming ranch to solve a mystery. Her parents had recently turned their cattle ranch into a guided hunting business, and while constructing a new bunkhouse uncovered a Lakota buffalo jump. Now – a prominent archeologist investigating the site is missing.

With Eileen is her best friend, Lucy. Lucy is CIA and can't tell anyone that she

is. Their job now is to find the archeologist quickly and quietly. They do find him, or rather, his corpse. With the body is an ancient Aztec crystal skull. Now we have a second mystery – how does an Aztec skull get buried under a Lokata buffalo jump?

The plot thickens when Joe Tanner, Eileen's fiancé shows up unexpectedly at the ranch – battered and bruised after someone tries to
Continued on next page

MESSAGE FROM THE PRESIDENT

(continued from page 1)

in her role as facilitator for the group and helped us in keeping focused for a day and a half of intense discussions. We made great headway, which will help NAWLEE grow as an organization for the next 3-5 years. To try to sum up what was accomplished, we broke down the key issues into essentially seven categories:

- Increase membership
- Marketing – through recognition, validity, credibility, and visibility

- Technology – website, on-line updates, newsletter, list group email, credit card membership

- Leadership – both board members and committee chairs

- Communication – newsletter, emails, recognition/promotions, and new members

- Financial – corporate sponsors, retiree membership, and Treasurer mentoring

- Services – Training: professional development, conference, regional, list of credible speakers/topics

Some of the specific items we will be working on in the coming year in the area of communications is to improve on the aesthetics of the newsletter, including changing the appearance, format, color, paper, and layout; make the newsletter available on-line; maintain/monitor the current quality of content, and ensure consistency in the publication with a set schedule. We want to improve communications in general with the membership through electronic media, including group emails and a list-

serve for members. We also want to acknowledge recognitions, promotions, and accomplishments through our current awards (glass ceiling awards, Executive of Year award) and recognition (posting in the newsletter) by getting the information through emails and other means. For new members, we want to send out an informative new member packet that will explain the resources available to them. The Board looked at the new member's packet after the retreat.

During the annual conference strategic planning, we created a Marketing Committee. The
Continued on Page 4

EXECUTIVE DIRECTOR'S MEMO

CHIEF DIANE SKOOG (RET.)

Well, NAWLEE certainly finished the year with a bang! I cannot believe that a whole year has gone by since I took over as your Executive Director.

My trip to San Francisco to the International Association of Women Police's conference was productive. I spent some time spreading the "Magic of NAWLEE" around to their conference attendees. I also got to meet with IAWP's President, Terri Swann and Executive Director Ann Ramsey. We talked about our respective organizations and how we might work together in the future.

While in San Francisco, I had the pleasure of experiencing my first, and, hopefully last, earthquake. You could tell I was a tourist – no one else seemed to bat an eye as they continued with their normal business. I could not wait to get back to the east coast.

In September, we cosponsored a regional training seminar at the Roger Williams College in Rhode Island. It was interesting to see how many of

the guest speakers they had booked were already NAWLEE members.

NAWLEE's first President, Chief Alana Ennis' retirement party from the Burlington, Vermont Police Department had a terrific turnout. We wish her luck in the private sector as she takes a job as head of General Dynamics Armament and Technical Products in North Carolina.

In October, the entire Board met in Chicago, a mid-distance meeting point, to finish up on the strategic planning, which we started at our conference in Tempe. President Peltzer's report on this is included in this newsletter. I must say that this was a most intense and productive work session.

The Board decided that strategic planning is so important to our growing organization that we need to do this once a year. A day will be built on to our annual conference so that the Board, Past Presidents and



any other NAWLEE member may attend and contribute to this vital part of our future.

My last NAWLEE trip of this year was to the International Chiefs of Police Conference in Philadelphia. This conference always has a large turnout and some of the Board members and I got to talk to law enforcement professionals from around the world.

I am so thankful for the IACP's support of NAWLEE. IACP's Executive Director, Dan Rosenblatt, introduced us around and we had several current IACP Board mem-

bers attend the informational meeting we always hold at this conference. We look forward to working with this year's IACP Board under the leadership of Chief Joe Polisar.

This year's NAWLEE Board has made some significant decisions as to where NAWLEE will be heading and I am pleased to see the growth and direction they are taking us. Please consider getting involved as Board members or committee members. Our new Search Committee is seeking those interested in running for office. This committee is comprised of our past presidents and their contact info can be found on our web page.

Over all, this has been our most productive year. NAWLEE has done some regional training with more in the works; our membership is up 49% over last year; we have traveled to other venues to spread the "Magic of NAWLEE"; our newsletter has improved under the direction of Publication Chair Kathy Stefani and she is now in the process of redesigning its overall look; we are changing the by laws to match our new direction and our web page has been remodeled with new features included.

THE THIRTEENTH SKULL

CONTINUED FROM PAGE 22

run him off the road. Joe is a War Gamer with the Defense Department, and believes he was targeted in a string of similar incidents that have left several other War Gamers dead. Joe's life is in danger, and he has made his escape to the Reed Ranch and Eileen's help.

"Richly-layered" is a term used by several reviewers, along with "fast-paced", a "Marvelous page turner" and "richly detailed". The plots are skillfully woven together with political intrigue (an assassin trying to disrupt the missile defense program), historical cultures set in the wind-swept eastern Wyoming Black Hills and modern technology mixed with good, old fashioned investigative talent that comes to a riveting conclusion atop Devil's Tower during a fire tornado.

The story is made believable through smart, likeable and well-developed characters and a strong sense of place. It reflects the author's own background as a computer scientist who investigated military helicopter crashes, and worked with robotics and design features for the space station before moving on to become a War Gamer for the missile defense program. Her first two books, *Ground Zero* and *Earthquake Games* are award winners and are now on the Christmas list that I manage to let my husband find. Also – watch for her fourth book to be released in 2004 – *Queen of the Night*. The heroine in this one is a computer hacker, or rather "a surgeon in code" as she prefers to be called, and also works for the Department of Defense.

If you have read any good books that might interest our membership, please forward title and author to kstefani@adelphia.net

NAWLEE PROMOTIONS/CHANGES

Promotions:

From Captain to Major:

Allison Chapman - Fredrick County Sheriff's Office, Fredrick, MD

From Detective to Sergeant:

Valerie Cummings - Miami-Dade Police Department, Hialeah, FL

From Detective Sergeant to

Lieutenant:

Claudette Gross - Tucson Police Department, Tucson, TX

From Lieutenant to Captain:

Nancy Lauer - Los Angeles Police Department, Los Angeles, CA

Brenda Parks-Mathern - Warner Robins Police Department, Bonaire, GA

From Sergeant to Lieutenant:

Robyn (Vanderbrook) Malagon - Lee County Sheriff's Office, Fort Myers, FL

From Sergeant to Lieutenant:

Cynthia Polly - Long Beach Police Department, Long Beach, CA

Lora Setter - Minnetonka Police Department, Minnetonka, MN

From Officer to Sergeant:

Susan Lundquist - Woodland Police Department, Woodland, CA

From Associate Professor to Full Professor:

Dorothy Schulz - Law, Police Studies & Criminal Justice Administration, John Jay College of Criminal Justice, (CUNY) New York, NY

From Associate Director to

Assistant Director of Security

Kim Squillace - Vassar College, Poughkeepsie, NY

CONGRATULATIONS!

NEW MEMBERS

Amy R. Dawson, Vice President - Fight Crime: Invest In Kids, Washington, DC

(Continued on page 12)

PRESIDENT'S MESSAGE

(CONTINUED FROM PAGE 2)

Board expanded on the goals of the committee at the Chicago retreat in identifying some key areas to increase NAWLEE's visibility and name recognition through effective promotional strategies. These included having NAWLEE shirts to be worn at events, such as IACP and other conferences; placing advertisements in police publications; improving and soliciting media coverage on NAWLEE events; participation with other national organizations such as IACP, NOBLE, PERF, FBINAA, to just name a few; developing partnerships through participation in other organizations and identifying what members belong to the different organizations; developing a survey for the membership to identify resources and gaps; and developing strategies for the use of the information.

In the area of leadership, one of the objectives is to develop board members and committee chairs, including creating a nominating committee, which we are calling a Search Committee. In addition, the Board is going to have committee chairs submit quarterly news reports. 2nd Vice President Lianne Tuomey will create an information piece for the next annual conference on what it means to be a board member or committee chair. We will have a session on how to become a board member. The Organizational Structure committee will be sending out to the members a proposal for the changing of the by-laws for the criteria for President, revising the nominating process for board officers, establishing criteria and direction for the Search Committee, establishing terms and limits for the Vice President positions, and adding a section on a

financial audit every two years and upon the change of the Treasurer. The Search Committee is already busily at work identifying eligible candidates for the open offices. The Search Committee consists of past NAWLEE presidents.

For Finances, the goal is to solidify NAWLEE's financial position. This includes developing corporate sponsors, and identifying contributors/sponsors and a strategy for contacting them. Additionally, there have been discussions on establishing a retiree profile to determine potential reduced rates for the retiree membership (we value their expertise and want to keep them as members).

The Board also wanted to come up with a "tag" line to help identify our organization. As a group we brainstormed, but Lianne Tuomey, our creative thinker, nailed it in these three lines:

Leadership in Action;
Mentoring for the Future;
Inspiring Criminal Justice Professionals Today

Since the Board meeting, the Board has officially recognized that we needed to spell out the roles of the new committees which include the Awards Committee, the Marketing/Public Relations Committee, the Mentoring Committee, and the Search Committee. These will be added to the by-laws, with the Legislative Liaison Committee being eliminated.

You will be seeing a survey in February asking some key questions to help us reach our goals, as stated above, and to identify your feelings on some other issues. Please take the time to fill it out, so that we can move forward as an organization. This is your organization and we need your help. It will be short and easy to fill out online.

Now, on to other news. NAWLEE was once again very busy at the IACP convention in Philadelphia. Debra Byers-Black presented a \$3,000 check on behalf of NAWLEE to Craig Floyd, Chairman and Executive Director of the National Law Enforcement Memorial Fund, for the new law enforcement museum (See also the picture in the newsletter). The money was raised at the annual conference. I was on the dais for one of the General Assemblies, representing NAWLEE. It is so wonderful for IACP to recognize NAWLEE in this way. In addition, at our NAWLEE meeting, we had three IACP Board members attend our meeting, including Chief Joseph Polisar, President, Chief MaryAnn Vivrette (and also a NAWLEE member) 2nd Vice President, and Chief Michael Carroll 6th Vice President. Next year's IACP Vice President Candidate Jim Fawcett also attended and stayed for the entire meeting. At the end of the meeting, Chief Fawcett volunteered to approach the Texas Chiefs Association to pay for our meeting room and indeed, he followed up on his promise and sent NAWLEE a check! Awesome! We had a great attendance at our session and even signed up some new members. We talked about the Board's strategic objectives, as stated above, talked about the annual conference in Tempe and the upcoming conference in Arlington, VA. Former Presidents Betty Kelepocz and Sue Riseling volunteered to chair the newly created Search Committee.

Phew! Busy year, with more to come in 2004. Hope all of you had a wonderful holiday season and a happy new year. Just a few more thoughts to think about, "Change your thoughts and you change the world." "Destiny is not a matter of chance, it is a matter of choice."

CANDIDATE SURVIVAL: Panel Interviews

By Lieutenant Marcy J. Miller, Scottsdale Police Department

HELP US KEEP IN TOUCH WITH YOU

Please forward any
name, address,
rank and agency
changes to :

**Executive Director,
Diane Skoog at
dmskoog@juno.com**

Executive oral boards. As seasoned and experienced as you may be, the moment you walk into that room full of somber faces, you can't help but become a nervous rookie again. Much useful information has been written on the physical (non-verbal) elements of oral interviews – what to wear, how to sit, and when to lean forward in an assertive posture. Certainly such non-verbal behaviors are a factor in performance, but *content* is critical. After sitting on both sides of oral boards and assessment centers for many years, I've observed some content-based techniques that distinguish the truly stellar candidate from the also-ran. These are common-sense approaches that are nonetheless often overlooked by even high-level competitors.

Be prepared for behavioral questioning. Behavioral questions are those that force you to provide specific examples of past actions, such as, "Tell us about a time when you had to deviate from policy in order to do your job effectively." Many times a candidate who is unfamiliar with this interview technique will pause awkwardly and then say, "I'm sorry, I can't think of anything." In interviews, what you don't say doesn't exist. Don't lose points by your silence. Instead, practice for these by

trying to anticipate what situations would best test you for the position you seek. Brainstorm what was most difficult, stressful, or rewarding to you in your career. One easy way to prepare is to think about what situations taught you the most, or most nearly derailed your chance for career success. Then -- out loud -- describe the situation, how you handled it, what you learned from it, and how you'd change it if you were faced with it today. It's important to say it aloud, even if only to yourself, as part of your preparation. Keep in mind that what you choose to give as an example is as important as how you present it. Consider choosing something you ultimately conquered as opposed to describing a situation where you failed. "Tell us about your most challenging personnel situation," for example, shouldn't provoke you into revelations about an unethical decision you made.

Answer the question relevant to the level you're applying for. This is basic, but bears emphasis. If you're applying for a high-level position, try not to choose something you handled as an FTO; pick something at your current rank. No matter how good your example from your rookie year as an officer may be, it will diminish your answer if you're applying as a manager. Using an example from a significantly lower level than your current rank will leave the assessors wondering if you've had any managerial or supervisory challenges at all.

Do more than scratch the surface. One of the most common shortfalls I've observed in oral boards is the tendency toward shallow, superficial answers. Be analytical and show some powers of reflection. If you are applying for a position commanding a specific area – for example, investigations – obviously you want to highlight your experience in (or supervising) investigations. However, don't limit yourself to that area, but show off your knowledge of many disciplines or bureaus. At higher-level management, adaptability and flexibility is at a premium.

Think globally. Yet another common failing is to provide a response that's limited in scope. "Global thinking" means considering the impact of something on not just you, your project, or your work unit, but on other bureaus, the whole agency, the community, and the law enforcement profession – for starters. Thinking globally means understanding the future impact of your decisions, including legislative ramifications. It means long-term and strategic thinking, not just short-term problem-solving.

Don't make apologies. Got career shortcomings or lack of experience? Don't advertise them by saying, "Although I don't have experience in investigative command, I"

This isn't to say you should be misleading about weaknesses if asked – and do be prepared to respond to pointed questions about real or perceived shortfalls in your experience – but don't unnecessarily call attention to them. For example, saying, "I ask you not to look at my five years of experience, but at what I've done in those five years," is not as compelling and strong as, "Here is what I'll bring to this position: proven skills in *this area* and solid experience in *that*."

Research. If you're applying for a position with a different agency, know their issues thoroughly and profoundly. Visit the community; talk with citizens, council people, and line-level employees (both civilian and sworn). Early in the process, do internet searches on the department through the region's on-line newspaper archives using search queries like, "police issues Mayberry" and you'll be amazed at what you might find. Well ahead of time, review the issues and predict what might spill over into your panel interview. If the issue is, for example, "minority recruitment" consider what you've specifically done that relates to that area; what options (grants, etc.) may be open; and what your approach would be. Memorize statistics if you have a good head for numbers; if you struggle in this area, don't try quoting them at your interview – better to leave a number unspoken than to be incorrect. Continued on next page

INTERVIEWS

Cont from pg. 5

If you live in the area already, don't rely on your easy familiarity; your competition from out of state may knock you out of the water by doing deeper research. Although living in the community may be a selling point, it is a hindrance if you don't have solid knowledge of the department or the area. Contrast the strength of, "As a native, I've got longstanding ties to this community," to the more insightful, "In my 25 years as a citizen here, I've watched this community grapple with changing demographics and an increasing division between the affluent east side and the more urban, poorer west side." The first response might be warm and appealing; the second shows research, analysis, and depth.

If you're applying for an assignment in-house, use the same techniques with co-workers. Know the issues line-level personnel face. Sit in on committees or task force meetings related to the position.

Make connections. Draw the appropriate conclusions for your assessors. Respond in a logical manner along a pre-planned format. The format I prefer covers the following material: "This is the situation I had; this is how I handled it; these were the advantages/disadvantages of handling it that way; this is what I learned; and this is how I apply that experience today." Be careful to break your answer into concise, understandable, and simple sentences – with periods on the end of each one. In addition to setting you apart from candidates who may use the "shotgun" approach in their answers by flinging information at each question, this method will solve the problem of "leaving them hanging" at the end of your response.

Don't counter-attack. If you're asked a direct question about an area of concern – for example, you've said something that your assessors appear to take issue with – don't get snippy or adopt a condescending tone. If you've made mistakes, as everyone has, admit to them rather than trying to make your assessors feel stupid for what they've asked. They'll likely *not* feel stupid, but even if they do, they'll resent you for causing them to do so. Either way you lose some important psychological points.

Today's success is tomorrow's success. Realize that every decision you make and every relationship you forge today is preparation for your next promotional or hiring process. Go out of your way to network; don't dismiss anyone as inconsequential. You can't predict who will one day decide your professional fate. It may be a citizen to whom you wrote a ticket or resolved a complaint; it may be a civilian employee you ignored in the hallway; or it may be someone you mentored long ago when they were struggling. Your professionalism now is directly linked to your future marketability.

Distinguish yourself by your graceful losses. It's easy to be gracious when you succeed, but most important when you don't. Although assessors from another town may not see you when you get the bad news, people from your own agency will. If you're an unsuccessful candidate in an internal process, it's critical to be absolutely professional and positive. Becoming bitter, angry, or accusatory will never, never benefit you. Congratulating the successor, thanking the evaluators for their consideration, and diplomatically asking why you were unsuccessful – so you might be a better candidate in the future – will always work to

PRESIDENT PELTZER LEADS DELEGATION TO SOUTH AFRICA

Vicky Peltzer led a delegation of 12 law enforcement professionals to South Africa for two weeks in November. The trip consisted of meeting top level officials from the South African Police Service (SAPS), the country's national law enforcement agency, the City of Johannesburg, the City of Cape Town, and magistrate judges from Pretoria. In addition, the delegation met with criminal justice professionals at the University of Cape Town.

The delegation was part of Dwight D. Eisenhower's People to People Ambassador Program, a program to enhance the United States relationships with other countries around the world. The delegation consisted of Sheriff Leroy Green, Jr. from Wyandotte County, Kansas; Chief Paul Cell from Montclair State University, New Jersey; Chief Stan Aston and wife from Kirkland, Washington; Chief Michael Knapp and wife from Medina, Washington; Lieutenant Derrick McBride from Eastern Connecticut State University; Chief Jesse Medina from Pharr, Texas; Legal Deputy Loren Reuter from Monroe County Sheriffs, Indiana; Sheriff Stephen Sharp from Monroe County, Indiana; and guest Phillip Zook.

The delegation listened to presentations on the South African culture, history of apartheid and reform since then, current law enforcement trends in South Africa, including crime prevention strategies, community policing, training, CCTV surveillance, forensic science, criminal records systems, and the

court system. In addition, the delegation visited different agencies and police stations to observe their systems and visited the island where Nelson Mandela was imprisoned for many years, along with other political prisoners.

Aside from the busy schedule, the delegation spent one night at a private game lodge and took a morning stroll in the wild with a rehabilitated young lioness. The stroll included seeing wild animals in the bush such as Cape buffalo, rhinoceros, elephants, wolverines, hippos, cheetahs, and lions. They also spent a day traveling through Kruger National Park viewing animals in their natural habitat (didn't dare get out of the van!) and observed giraffes, kudus, impalas, baboons, zebras, and many others.

As an extension to the trip, some of the delegates continued on to Zimbabwe and visited one of the Seven Wonders of the World, Victoria Falls. This trip included a walking tour of the falls, visiting traditional African dances and crafts, a crocodile farm, and a sunset cruise on the Zambezi, which is the river that feeds the falls. Chief Peltzer also rode an elephant in the wild to observe other wild animals.

Asked if she would return to South Africa - "You bet! It was a wonderful, enlightening experience. The people were wonderful, the country was beautiful, I was inspired by the leaders I met and how they have overcome the days of apartheid. I actually enjoyed eating the wild game."

DO YOU BUY LOTTO TICKET? I DO.

BY ASSISTANT CHIEF ANNETTE M. SPICUZZA

Do you buy lotto tickets? Do you buy them every time there is a "pot" to be won? Or do you wait like me. I don't buy one until the amount is high enough to be worth winning, after taxes have been deducted that is. Then I'll "pop" for \$5 or \$10 worth. Oh yeah, I always tell the cashier, after she sells me my tickets, that she can stop selling any more because I got the winning ticket. And you know what, I did this past August.

This is a great story. I knew I would just have to share it with anyone who would listen. So, I decided to share it with all of you. You are kind of a captive audience. I hope you enjoy it.

Well, this past August, Vicky (Vicky Peltzer, my boss) informed me of a wellness presentation at the Seattle Police Department, downtown at their main headquarters. She wanted to know if I'd be interested in attending. I thought about it and decided, sure. Well, as the morning drew close, we decided we would have to meet at the station by 7:15am, in order to catch a bus to be there on time. That means I would have to get up at 6:15am, to be punctual. No problem, I figured. You see I'm spoiled. I live 2 miles from the station and I usually don't get up 'til 8am each morning. Never mind, I digress.

Anyway, the morning arrives and my alarm goes off. Wouldn't you know it, I have a bad night. I don't sleep well and really just want to stay in bed a little longer. I even contemplate calling Vicky and bowing out, but I realize she's probably already up and getting ready and I don't want to be rude. So, I make myself get ready and go.

We meet as previously agreed upon and catch our bus. Once we get there we see about

12-15 other interested individuals from the Seattle Police Department and other departments from around the area. The company putting on the presentation is a company out of Tampa, Florida, called Life Scan. Life Scan offers to contract with departments and cities to provide a health program for their employees. The program in a nutshell is basically this...annually the employer would pay to have those interested employees go through a battery of tests, administered by the Life Scan company and their certified technicians, i.e.; cardio vascular, stress, blood, ultra sound, etc., to hopefully provide early detection of any health problems. If something is detected, the employee can then go to their personal physician for follow-up. If everything is good, then the employee goes on their way and should continue to see their doctor for annual check-ups.

The other point they make is the cost effectiveness of this type of practice to the employer. They figure, and it's not that hard to understand, if something is caught early you probably can prevent a more serious health issue which could impact insurance costs, time away from the office, and the employee's own emotional well being, just to name a few.

The whole presentation takes about an hour. Afterwards they offer to do free ultra sounds for any of us in attendance. Vicky volunteers immediately and gets on the table. It's very interesting for the rest of us to watch. It was like being in an anatomy class. The images are being projected on the wall behind her for all of us to see. It really was very cool!

Vicky had a meeting to get to, but we figured we had just enough time for me to volunteer as well. I just wanted to take a quick look at my carotid arteries, due to my father dying suddenly of a stroke a couple of years earlier. I wanted to see that everything was flowing okay. Well, I get on the table and mention this to the technician. She squeezes that gel they use for ultra sounds on my neck and begins to drag the paddles over the area of interest. COOL! Everything is flowing well. No blockage, no plaque buildup. Healthy looking arteries. The technician asks if there's time to do the rest of the test and I look over at Vicky who indicates we have time, so we continue.

The technician goes next to my right kidney area and announces to the crowd "now there's a healthy looking kidney." Of course, everyone looks up and checks it out. I'm making jokes, and feeling pretty proud about my healthy right kidney when she moves over to my left kidney area. While I'm watching her I can see an immediate change in her expression. She went from smiling and chatting to extremely business like in expression and became very quiet. Matter of fact, the whole room got uncomfortably quiet. I instinctively asked, "What's wrong?" She replied, "Wait a second, let me do this again." The projected image is behind me and I can't see what they are all looking at. So, I strain my neck to look behind toward the wall and I now can see the image. What I see is a different looking black sphere appearing to be sitting on top of my left kidney. I ask, "What is that?" She asks me, "Annette, do you have any pain, blood in your urine?" I tell her, "No." I feel fine and the only thing I've felt in the past is a low back pain which has been attributed to getting "old" by both my doctor and me.

I look over at Vicky and she's as white as a sheet of paper. I notice two people leave the room. I look again at the tech and the mood has dramatically changed. She proceeds to explain that I have a "major" mass on my left kidney. This is not a cyst. This is a tumor. She continues to do a more thorough ultra sound of this area and the surrounding organs. I'm speechless, and can only lay there in total disbelief. I try to keep the moment light, but it's not working. I'm scared and like any person, my mind immediately jumps to the fear of cancer. The tech and the other individuals from Life Scan advise that I have to immediately go to my doctor and insist on having more tests. They send us on our way with images of the tumor and a written report explaining the medical "stuff" associated with it. A Seattle officer gets a car to drive us back to the station, so I can phone home and have Christine meet me at the doctor's office. Vicky drives me to my doctor's and Christine arrives moments later.

Once there, I explain very succinctly where I've been and what has been found and that I want to see the doctor. I hand over the pictures and the report. The nurse informs me the doctor is not in the clinic today, but she will call her. She asks us to wait in the waiting room. So, the three of us sit down and begin our waiting game. In what seemed like hours, but I'm sure was only a short time, the nurse returns and informs me the doctor wants me to have a blood, urine, and CAT scan done. She also adds that the doctor wanted to pass along that it is common for women to have benign tumors on their kidneys and I should try not to worry. Don't worry, right! I'm able to get the blood and urine tests done at the clinic quickly, Continued next page

LOTTO TICKETS Continued from page 7

but my CAT scan appointment isn't set for a couple of days. The afternoon of the CAT scan, I will see my doctor for the results. And the waiting game continues.....

The CAT scan is completed in the morning, about 8:30, and my doctor appointment isn't until 3:00 that same afternoon. Our drivers' licenses were going to expire, so we decided to go and get them renewed. What a picture. It has worry and fear written all over it. Maybe not the best time to take a picture that will be with me for the next five years.

We arrive at the doctor's office and we wait. She finally comes into the exam room and I can tell by her eyes. She explains she had an urologist in the clinic review the scan images too, and then she says it, **Renal Cell Carcinoma. Kidney cancer.** I look at Christine. What? Cancer?! This can't be happening. The doctor starts asking the "kidney cancer questions." "Have I lost weight unexpectedly? No." "Am I fatigued? No." "Do I smoke? No, never have." "Have you ever been obese? No." She also wants me to know that it is curable by removing the tumor and most probably my kidney. That's good to hear, but right now I just want it out. Oh yeah, my urine test did show a slight trace of blood, nothing that could be seen with the naked eye and my blood test didn't seem suspicious.

We are put in contact with the surgeon and another appointment is made. I don't see this doctor for two weeks. Once we do meet, he describes it as being in Stage II and explains the procedure, luckily it will be done laparoscopically, but I will lose my kidney. He wants a chest x-ray done, as well. Apparently, this type of cancer will also "visit" the liver, lungs and bones once it decides to move from the kidney. He believes based on

the CAT scan that the other organs and bones have not been affected, but wants to make sure about the lungs. I wait to hear my results on the lung x-rays, but you know I never did. I think I figured 'no news is good news.'" Kidney cancer does not respond to chemo therapy or radiation. The only way to get rid of it is by taking it out with the affected organ. So let's do it.

My surgery wasn't set immediately because the surgeon was booked through the month of September. October was going to be the soonest we could have it done. We had a vacation planned and were willing to cancel it, but the doctor said this is a slow growing cancer and waiting another week or two wouldn't be horrible. So, two months from the date of discovery we had a surgical appointment, October 20. And our wait continues.....

After surgery, I see the doctor and he explains that two things surprised him during surgery. First, the size of the tumor. It had, in fact, grown 1.5 cm in that short period of time. The entire tumor came in at 9 x 8.5 x 8.5 x 8cm. And secondly, it was beginning to attach to the blood source to the colon, but he believes he got it all. He ended up removing my left kidney, adrenal gland, five lymph nodes, and surrounding cells. The pathology report came back eight days later and it confirmed the original diagnosis, renal cell carcinoma, but also showed that the cancer had not spread to the adrenal gland, lymph nodes or the surrounding cells. There is a reoccurrence rate for this type of cancer, but I will be watched very closely the first couple of years with chest x-rays and blood tests. The first year I will have chest x-rays and blood tests done every three months, and then twice the second year. After that a CAT

scan annually along with the other tests. And the wait will continue.....

I am, or thought I was, a healthy woman who exercised and ate right most of the time. I am told this cancer can be hereditary or caused by exposure to certain substances, asbestos and cadmium. My history shows none of this. There is no history of cancer in my family, until now. Also explained to me was that this cancer is more commonly found in men 50-70 years old, obese, and or heavy smokers. Go figure.

Early detection because of an easy test, even though not preplanned, saved my life. Please pay attention to your bodies, go to the doctor regularly and don't hesitate to volunteer for a test if the opportunity ever comes your way.

I am and will continue to be enormously grateful to Christine for being at my side throughout this ordeal, as well as for my guardian angel for looking after me, for the invitation, by Vicky, to attend, the manners I was taught by my mother, not to decline at the last minute and leave someone in the lurch, and finally, for the willingness of a company to come thousands of miles to show their product to a few.

So, there you have it. My lotto winning story. Will I ever buy a lotto ticket again? Sure, probably, but I don't think there will ever be an amount bigger to win than the one I scored this past August. I won the lotto of a lifetime. I won my life.

From my family to yours...love each other, take care of each other, and remember what is truly important in life. Have a healthy and enjoyable new year.

NAWLEE Supports the National Law Enforcement Museum Project

Attendees at the 8th Annual NAWLEE Conference in Tempe supported a fundraiser for the National Law Enforcement Museum Project through participation in a silent auction. A variety of items including autographed sports memorabilia, Calloway Golf Bags, autographed photos in remembrance of 9/11/01, a commemorative Taser and more were auctioned over the 3 day conference.

The Museum project is linked to the National Law Enforcement Officers Memorial Fund, a non-profit organization. The organization has conducted extensive research since 1998 to identify, document, and honor all American Law Enforcement Officers who have been killed in the line of duty. The current project was approved by Congress in 2000 and authorizes NLEOMF to build the most comprehensive law enforcement museum and research facility in the world. The project will require \$80 million in fundraising efforts. Groundbreaking for the museum is slated for 2006 with the grand opening anticipated for 2008.

As a result of the competitive spirit and generosity of our members, NAWLEE President Vicky Peltzer was able to present Craig Floyd, the Director of the Museum project, a check for \$3,000 during the International Association of Chiefs of Police Conference in Philadelphia.

For more information on the law enforcement museum project visit: www.nleom.org/Museum/museum.html. (see photo on page 11)

MARK YOUR CALENADARS NOW!!!!

Arlington, Virginia

NAWLEE

2004 Conference

Dates: August 19-22, 2004**Location:** Double Tree Hotel, Arlington, Virginia

Offers a spectacular view of Washington, DC and the Potomac River and provides views of DC's major attractions, including the Jefferson and Lincoln Memorials, the Capitol and White House. The Skydome lounge is the area's only revolving rooftop lounge. Complimentary shuttle service is available to Reagan National Airport. The hotel is located approximately two blocks from Metrorail and the Fashion Centre Shopping Mall.

Room Rate: \$99.00 per night (single rate)

Airports: Regan National Airport (5-10 minutes from hotel)
Washington Dulles International Airport (approx.
45 minutes from hotel)
Baltimore Washington International Airport (approx.
one hour from hotel)

Contacts: Karen Herchenroder 703-228-4458 kherch@arlington.va.us
Michelle Peralta 703-228-4080 mperalta@co.arlington.va.us
Tonya Woodson 703-228-4062 twoods@so.arlington.va.us

**SAVE THE DATE FOR THE FIRST EVER "NETWORKING AROUND THE LAKE"
FRIDAY, APRIL 30, 2004**

Plan now to join participants from Illinois, Indiana, Michigan and Wisconsin at NAWLEE's one day training conference. This event will take place at the Motorola Museum in Schaumburg, Illinois, 8:30 AM to 5:00 PM. Featured speaker: Chief Susan Riseling, Chief of Police, University of Wisconsin-Madison. Meet other women in law enforcement; get the latest news and views on issues of mutual interest; learn more about mentoring, leadership and promotional assessments.

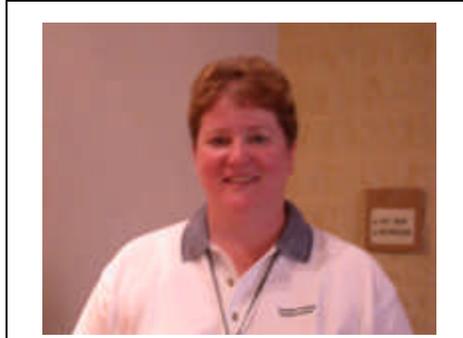
For this event we have negotiated significantly reduced room rates at the Embassy Suites in Schaumburg. Any questions about the meeting can be forwarded to Jackie Wasni at Motorola, 847-538-6052 or email CAMBO6@email.mot.com.

CAN YOU ARREST ALL OCCUPANTS IN A VEHICLE THAT CONTAINS ILLEGAL NARCOTICS?

BY LT. PENNY FISCHER, J.D.
MICHIGAN STATE UNIVERSITY POLICE DEPARTMENT

The United States Supreme Court in a recent decision made it easier for police to arrest all the passengers in a car on a traffic stop when drugs were found and all of them denied their part in possessing them. This decision involved a traffic stop conducted by a Baltimore County Officer in the early morning hours of August 7, 1999. In the case of Maryland v Pringle, 2003 Lexis 9198, police stopped a car driven by Partlow that had Pringle and another male as an occupant. The officer observed a large roll of cash in the glove compartment as the driver tried to locate his registration. The officer ran the driver for outstanding warrants and returned to the car, issuing him a warning.

He then denied the presence of any drugs or weapons in there and consented to a search of his car. The officers found \$763 in cash and five baggies of cocaine behind an armrest in the back seat. All of the occupants were questioned about the money and drugs and they all denied controlling it or having any knowledge of it. All three were arrested and taken to the police station.



Lt. Penny Fischer

After Pringle was given his Miranda warnings and waived them, he confessed to owning the drugs with the intent to sell them. He was convicted and appealed that decision in the lower courts. His conviction was reversed in a lower court because the officer did not have specific facts that showed Pringle's dominion and control over the drugs prior to his arrest. They held that the confession was tainted by the illegal arrest.

The Supreme Court looked at the facts of the case and revisited the standard for probable cause to arrest someone for a crime. They reiterated that probable cause is meant to protect the public from rash and unreasonable decisions on the part of the police. In

that same opinion they also commented that the probable cause standard is a practical, non-technical idea that deals with factual and practical considerations of everyday life on which *reasonable people* act. They distinguished reasonable people from legal technicians. One final comment in regards to the standard for probable cause made was that it deals with probabilities and depends on the totality of the circumstances.

The Court used that standard to assess the facts of this case in which all three men had equal access to the drugs and money in the car. Pringle was in the front seat but the area was accessible to him. When all three denied possession of it, there was a reasonable inference that **any or all three** had knowledge of and exercised dominion and control over it. The fact that this case occurred in a motor vehi-

cle where there are relaxed standards in terms of whether or not a search is reasonable may have added some weight to the decision.

This case was extremely impacted by the denial from all three as to who actually controlled the contraband. In the Court's decision, they inferred a common enterprise to control the drugs and money where any one of them or all of them was involved. That allows the subsequent confession to stand in his conviction.

This case may have been impacted by the fact that it involved illegal narcotic activity. The decision may have been different with a different type of crime being committed. The Court has consistently extended some latitude to police to fight the war on drugs. You should not take this to be a global prescription that all occupants of a car involved in a crime can be arrested. As with all opinions, consult with your local prosecuting officials as to their interpretation of the impact of this case in your local jurisdiction.



President Vicky Peltzer presents check to Craig Floyd (Ex. Director of the National Law Enforcement Memorial Fund) and Assistant Chief Debbie Byers Black, Tempe, AZ P.D.



President/Chief Vicky Peltzer on the dais as an invited guest at the International Chiefs of Police Association 110th Annual Conference in Philadelphia, PA.



Professor Dorothy Schulz, John Jay College of Criminal Justice; 2nd VP of the IACP Chief Mary Ann Viverette, Gaithersburg, MD PD; and Marketing and Public Relations Chair Asst. Chief Annette Spicuzza, University of Washington P.D.



IACP President Chief Joe Polisar, NAWLEE President Chief Vicky Peltzer, IACP 6th VP Chief Mike Carroll and IACP (and NAWLEE Member) Chief Mary Ann Viverette at the IACP Annual Conference.



L to R—1st Vice President Asst. Chief Laura Forbes, Facilitator Ina Wintrich, Publications Chair Capt. Kathy Stefani and Professional Development Chair Commander Susan Rockett at the Strategy Session in Tempe



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We're on the Web:
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Lieutenant Annemarie DeAngelo-Grant - New Jersey State Police, Trenton, NJ

Lieutenant Jill A. Delin - Bridgewater Township Police Department, Raritan, NJ

Captain Alana Forrest - Los Gatos/Monte Sereno Police Department, Los Gatos, CA

Deputy Superintendent Lori Hennon-Bell - New Jersey State Police, West Trenton, NJ

Deputy Chief Leslie Houston - Long Beach Township Police Department, Beach Haven, NJ

Lieutenant Laura Kruger - Fayetteville Police Department, Fayetteville, NC

Corporal Charlene S. Lancaster - Arlington County Police Depart-

ment, Arlington, VA

Deputy Chief Linda Loizzo - City of North Miami Beach Police Department, North Miami Beach, FL

Budget Analyst Jan L. McCarthy - Fayetteville Police Department, Fayetteville, NC

Lieutenant Camille Milo - Fort Lee Police Department, Fort Lee, NJ

Administrative Commander Terri W. Molakides - Menlo Park Police Department, Menlo Park, CA

Chief Marjorie H. O'Dea - Cook County Sheriff's Police, Maywood, IL

Lieutenant Cynthia Polly - Long Beach Police Department,

Long Beach, CA

Deputy Chief Nancy L. Ramirez - Los Angeles School Police Department, Los Angeles, CA

Captain Kristina M. Roberts - Longboat Key Police Department, Longboat Key, FL

Sergeant Kari L. Sasso - University of Wisconsin Police Department, Madison, WI

Captain Janine Ellen Schreiber - City of Hallandale Beach Police Department, Hallandale, FL

Agency Change:

Alana Ennis - from Chief of the Burlington, VT Police Department to the Director of Security and Administration for the General Dynamics Armament and Technical Products Company, Burlington, VT

Electra Theodorides Bustle - from Major with the Sarasota County Sheriff's Office, Sarasota, FL to Governmental Affairs Director of the Florida Department of Law Enforcement, Tallahassee, FL

WELCOME NEW MEMBERS!

GOOD LUCK!