

# SUBJECT TO DEBATE

A NEWSLETTER OF THE POLICE EXECUTIVE RESEARCH FORUM



## Plan to Attend

### The 2013 PERF Town Hall Meeting & Reception

Sunday, October 20, 2013

Town Hall Meeting 1 to 5 p.m. • Reception 5 to 7 p.m.

Philadelphia Marriott Downtown Hotel

1201 Market Street • Philadelphia, PA 19107

VOL. 27, NO. 4 | JULY/AUGUST 2013

## Study of Police Officer Suicides Discussed at PERF Annual Meeting

By James McGinty

THE EARLY DEATH OF A POLICE EMPLOYEE IS A TRAGEDY for everyone in the department, and it can be particularly devastating when a death is by suicide. At PERF's Annual Meeting in May, Dr. Leah Rouse Arndt presented findings from a study of police suicides in the Milwaukee Police Department, and led a panel discussion on the subject. Dr. Rouse Arndt is a professor of educational psychology at the University of Wisconsin-Milwaukee.

The qualitative study used the psychological autopsy (life review) method to examine the nine suicide completions by active-duty Milwaukee police officers between 2000 and 2010. The study team conducted interviews and reviewed employment data and relevant pre-employment information on the employees' lives. Key contributors included family members, friends, and department personnel affiliated with each employee. One suicide was in litigation during much of the study, so eight cases were included.

**Histories of medical issues:** One of the primary findings of the study was that seven of the eight individuals had experienced long-term medical issues in which doctors were not able to determine the spe-

cific source of the illness. Karen Monreal, the mother of Jason Monreal, who died in 2000, spoke at the PERF session with her husband Joe. "My son was always at the doctor," she said. "They couldn't pinpoint the origin of all the ailments he was suffering."

The study found that in most cases, there was a history of mental health issues. Five of the eight employees had received medication for conditions related to chronic stress or compromised mental health. Two of the employees had reportedly experienced complications in daily functioning, due to a pre-hire or off-duty brain injury. Five of the employees reportedly were not taking psychotropic medication as prescribed at the time of death. Three reportedly had shared disturbing and violent ideations with coworkers or loved ones. Three reportedly suffered periods of apparent psychosis. At least three reportedly were involved in "doctor shopping" for prescription pain relievers. And six reportedly struggled with impulsivity not related to alcohol or other substance use.

**Suicides do not usually happen without warning:** One important finding was that in most cases, there was a history of observable behaviors

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LEFT: Dr. Leah Rouse Arndt, Joe Monreal, Karen Monreal, Sgt. Dave Arndt, Asst. Chief Dale Schunk, Sgt. James Bryce. RIGHT: Dr. Leah Rouse Arndt.

# Police Use of “Body Cameras,” And the Role of Local Police in Addressing Cybercrime

PERF IS FINALIZING PLANS FOR TWO CONFERENCES it will hold in September on emerging issues in policing.

The first conference, to be held on September 10 in Washington, D.C. will explore the role of local law enforcement agencies in preventing and investigating cybercrime.

And the second conference, which will be held the following day in the same location, will focus on issues of policy and practice with regard to the growing use of “body cameras” by police officers.

PERF has been conducting research on both of these issues, including surveys of PERF members regarding their views and any experiences they have had with body cameras and cybercrime investigations. We are looking forward to the discussions by police chiefs and other experts at the two Summits in September. We will produce reports that spell out the lessons learned and best practices and policies that are identified through these projects, and will send the reports to all PERF members.

Following are a number of news media articles about these two issues, which provide a sense of the range of policy issues and practical considerations that will be addressed by police agencies in the coming months and years. A brief summary or quotation is provided for each article; click on the links to see the full articles.

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## THE USE OF BODY-WORN CAMERAS BY POLICE OFFICERS

### Daytona Beach police officers getting outfitted with “cop cams,” August 4, 2013

<http://www.news-journalonline.com/article/20130804/NEWS/130809773>

A growing number of Daytona Beach police officers will be armed with a new tool: a small video camera recording their encounters with the public. Chief Mike Chitwood said his department has 22 of the devices and has ordered another 28 of the cameras, which can be clipped to an officer’s uniform collar or eyeglasses, or other spots.

The video cameras will protect everyone, Chitwood said: the city from baseless lawsuits, the officers from false accusation, and the public from police misconduct. “It’s powerful and it cuts both ways,” Chitwood said. “It can exonerate a cop or it can show wrongdoing.”

And the cameras can even catch people in the act of committing a crime, like dramatic footage of a man being taken down as he battered his girlfriend. Besides providing evidence of a crime, the video can be used for training, Chitwood said.

### Some Police Departments Embrace Body Cameras, August 13, 2013

<http://www.wnyc.org/articles/wnyc-news/2013/aug/13/police-departments-and-body-cameras/>

Sgt. Robert Drager, technical manager of the body camera program in Albuquerque, says once you’ve crossed the logistical

hurdles of the program—Is the camera recording? Is the battery going to last longer than an hour?—officers still have to deal with the massive amounts of data produced by the videos. Drager says that in Albuquerque, in four months just 70 police officers have recorded 30,000 videos.

### Bandwidth issues means fewer body cameras for Sanford PD, July 22, 2013

<http://www.wftv.com/news/news/local/bandwidth-issues-means-fewer-body-cameras-sanford-/nYzF9/>

One challenge that police departments face is having the technology necessary to support body cameras. Sanford, Florida recently purchased 20 body cameras, but found that they only have enough wireless communications bandwidth to handle the video feeds from 10 cameras at a time. The city is working to upgrade its system to handle the remaining cameras.

### Order That Police Wear Cameras Stirs Unexpected Reactions, August 13, 2013

<http://www.nytimes.com/2013/08/14/nyregion/order-that-police-wear-cameras-stirs-unexpected-reactions.html>

In her recent ruling on the practice of “stop-and-frisk” in New York City, U.S. District Judge Shira Scheindlin ordered that officers in the precincts where the most stops are conducted must wear body cameras.

Mayor Michael Bloomberg objected, saying, “It would be a nightmare. We can’t have your cameraman follow you around and film things without people questioning whether they deliberately chose an angle, whether they got the whole picture in.”

### Police may store video captured by body cams for a year, June 28, 2013

<http://www.deseretnews.com/article/865582376/Police-may-store-video-captured-by-body-cams-for-a-year.html?pg=all>

Many departments are debating the question of how long they should retain video footage taken from police body cameras. Salt Lake City Police Chief Chris Burbank has been an early proponent of body-worn cameras, and his department has purchased 80 cameras this summer. Salt Lake City police plan to store the video footage for a year, but the ACLU has raised objections about holding the video for that long.

### Cop Cam: More Police Testing Micro-Cameras to Record Patrols, June 18, 2013

<http://abcnews.go.com/US/cop-cam-police-testing-micro-cameras-record-patrols/storynew?id=19423994>

Many police departments have found that the cameras pay for themselves by resolving lawsuits quickly. In Mesa, Arizona, the police department currently has about 50 body cameras and feels the technology has already saved them from lawsuits. According to

Mesa Chief Frank Milstead, "People are much politer when they know they are being videotaped and that it may be used later. All I have to do is save myself a couple of lawsuits with a tape and it pays for itself."

### **Scottsdale arming officers with body cameras, July 26, 2013**

<http://www.azcentral.com/community/scottsdale/articles/20130726scottsdale-arming-officers-body-cameras.html>

The Scottsdale Police Department is starting to implement a new on-the-body video camera into its standard protocol for officers. "There have been studies that have found that when officers are using cameras to videotape contacts, that both the officer's behavior and the person's they're contacting behavior is better because they know they are on camera," said Scottsdale Sgt. Mark Clark.

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## **THE ROLE OF LOCAL POLICE IN PREVENTING AND INVESTIGATING CYBERCRIME**

### **Cybercrime may cost US economy \$100 billion, says new study, July 22, 2013**

<http://www.cnbc.com/id/100904224>

This article attempts to answer the question, "How much money does cybercrime cost the U.S. economy every year?"

The Center for Strategic and International Studies, backed by the computer security firm McAfee, estimates that cybercrime creates a \$100 billion annual loss to the U.S. economy, and as many as 508,000 lost jobs as a result.

### **Email 'phishing' attacks by hackers growing in number, intensity, July 25, 2013**

<http://www.chicagotribune.com/news/la-fi-phishing-attacks-20130726,0,3753921.story>

At least 2 million people received the email May 16 notifying them that an order they had just made on "Walmart's" website was being processed, though none of them had done any such thing.

Still, thousands of people clicked on the link in the email, taking many of them to a harmless Google search results page for "Walmart." Others weren't so fortunate. The link led to the invisible download of malware that covertly infected their personal computers, turning them into remotely controlled robots for hackers.

These sorts of "phishing" attacks are not only becoming more common but also are getting more difficult for consumers to detect, with fake emails becoming harder to distinguish from real ones.

### **Stalkers use online sex ads as weapon, July 14, 2013**

[http://www.washingtonpost.com/local/i-live-in-fear-of-anyone-coming-to-my-door/2013/07/14/26c11442-e359-11e2-aef3-339619eab080\\_story.html?hpid=z2](http://www.washingtonpost.com/local/i-live-in-fear-of-anyone-coming-to-my-door/2013/07/14/26c11442-e359-11e2-aef3-339619eab080_story.html?hpid=z2)

The first man who knocked on the Fauquier County, VA woman's door told her they had been e-mailing and he was there for sex.

Shocked and perplexed because they hadn't corresponded, the woman sent him away. But the men kept coming. They arrived on her doorstep as many as six times a day, sometimes traveling from other states. One had a crowbar. Others refused to leave. Another rammed his car through a security gate that she installed.

The unrelenting onslaught was organized by an angry ex-boyfriend, who had assumed the woman's identity online and crowd-sourced his harassment to dozens of unwitting accomplices he lured to her home, prosecutors say in court papers.

### **Cybercrime stretches local police resources, December 11, 2011**

<http://www.startribune.com/local/east/135416863.html>

When a woman in Pennsylvania reported that someone was using her credit card to buy pizzas in Forest Lake, police tracked the deliveries to a local apartment. It seemed like a simple case to solve.

While at the apartment, however, they found substantial evidence of Internet identity theft.

The investigation quickly ballooned to involve a five-state crime ring that had victimized hundreds of people. Forest Lake police became immersed in more than 400 hours of detective work.

"Law enforcement has taken a whole new turn, where we're investigating more identity theft and computer-related crimes," said Forest Lake Police Chief Rick Peterson.

### **Cyber security at ports insufficient, study says, July 2, 2013**

<http://www.latimes.com/news/nationworld/nation/la-na-port-security-20130703,0,403729.story>

America's largest commercial ports have failed to shore up defenses against potential cyber attacks, a new study contends, raising concerns about the vulnerability of computer networks that help move energy, foodstuff and other goods to market.

"The research shows that the level of cyber security awareness and culture in U.S. port facilities is relatively low," Coast Guard Cmdr. Joseph Kramek wrote. Potential attackers "could be someone trying to cause mischief, a criminal gang or, the worst case, a nation-state actor," Kramek said.

### **Cyberattacks are the bank robberies of the future, July 9, 2013**

<http://money.cnn.com/2013/07/09/technology/security/cybercrime-bank-robberies/>

Bank robbers don't rob banks anymore. They don't need guns, and they don't wear masks. Instead, they hide behind their computer screens and cover their digital tracks.

Online theft is almost always part of a much grander scheme. Though sometimes a high-skilled individual or single group of cybercriminals will handle all parts of an operation, most cybercrime is split up into several steps, each handled by a different player, according to Vikram Thakur, a principal manager at Symantec Security Response.

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# SMIP Completes Strongest Year Ever

By Tony Narr  
PERF Director of Management Education

ON AUGUST 1, THE 55TH SESSION OF PERF'S SENIOR Management Institute for Police, the last of three sessions to graduate this year, brought the total number of SMIP alumni to nearly 3,500 law enforcement officials.

The first session of SMIP was held was in 1980. During its first dozen years, attendance was lean, with one session per year of 30 to 40 officials attending. But by the 1990s, interest in SMIP began to grow, and this year, with an average of 85 attendees in each of three sessions, SMIP saw its strongest year yet, with a total of 255 participants.

Since its inception, SMIP has been held at several venues in the Boston area. For more than a decade, SMIP has been at home at the Charles River Campus of Boston University.

During the three-week residential executive development program, SMIP faculty members, largely employing the case study

method, instruct participants in how to strategically approach and analyze the problems they will face in law enforcement leadership roles. SMIP's core instructors are full-time faculty members at Harvard's Kennedy and Business Schools, Johns Hopkins University, and Simmons College. Many of today's PERF member police chiefs are among SMIP alumni, and each year some return to assist Chuck Wexler as guest instructors in a number of subject areas.

Topics that are covered during the 84 hours of classroom instruction include: successful strategies in the private sector as well as in public agencies, leadership and innovation, the mission and values of police agencies, accountability and performance measurement in policing, strategic partnerships, diversity issues, ethics in law enforcement leadership, data and crime analysis, negotiations with labor unions, decision-making in a crisis, career




TOP: Classroom at session 54. BOTTOM LEFT: Former NYPD and LAPD Chief Bill Bratton, PERF Executive Director Chuck Wexler, and CBS News Senior Correspondent John Miller discuss the interaction between the news media and police officials during critical events. BOTTOM RIGHT: PERF Director of Management Education Tony Narr and London Metropolitan Police Commander Simon Foy.



development in law enforcement, working with the news media, and other issues.

In addition to long days of class and study, participants find time to enjoy their stay in Boston by watching the Red Sox play, trying the local cuisine, and soaking up Revolutionary period history and sights. Upon graduation, each participant is awarded free PERF membership for the remainder of the year and no-cost registration at the next PERF Annual Meeting.

Beginning September 1, applications will be accepted online via PERF's Website for the 2014 SMIP Sessions. Session 56 will be held June 1–19, 2014; Session 57 on June 8–26, 2014; and Session 58 on July 13–31, 2014. Details will be posted at [www.policeforum.org](http://www.policeforum.org).

Questions should be directed to SMIP Director Tony Narr at (202) 454-8316 or [tnarr@policeforum.org](mailto:tnarr@policeforum.org). 



**TOP: Participants in session 53.**

**MIDDLE LEFT: Participants in session 54.**

**MIDDLE RIGHT: Boston University campus—Recreation center in the foreground, residence hall used by SMIP in the background.**

**BOTTOM: Participants in session 55.**

that caused concern among work colleagues and/or family members. There was a total of 11 lifetime suicide attempts reported for three of the employees, eight of which occurred during their employment with the Police Department. There were seven documented previous threats of suicide, such as text messages. All of the eight employees had demonstrated suicide gestures that were witnessed by others, such as reckless use of a firearm. Five had exhibited “departure behaviors” during the week prior to the suicide, such as making gifts or preparing one’s estate. In all cases, some coworkers were aware of the suicidal ideation or threats, but when approached during intervention, two employees adamantly denied suicidal ideation. In five cases, family members reported being aware of suicidal ideation.

All of the employees in the sample had experienced a series of major stressors within the year prior to death, such as the loss of a loved one, financial or legal troubles, or police department rule violations.

All of the suicides were completed with a firearm, and in three of those cases it was a service weapon.

The length of employment of the individuals studied ranged from 4 to 17 years. Four of the individuals committed suicide between their fourth and fifth year of employment. Retired Milwaukee Assistant Chief Dale Schunk said, “I think the first plateau in a police officer’s career is around five years. If they don’t advance in the profession like they anticipated, they may stagnate. And there is the potential for them to head down a wrong path with how they approach the job.”

Some of the research literature on stress and trauma also suggests that there is a “fatigue window” at five years within a stressful career, and those who have not established solid, healthy coping strategies can begin to suffer psychologically at this career point.

**Gradual return to work recommended following military deployment:** Two of the employees studied had previously served in the military, and panelists pointed out special considerations for bringing members of the military back onto the force.

Milwaukee Police Sgt. James Bryce, who participated in the PERF panel on his first day of retirement from the Army National Guard, served multiple deployments in Saudi Arabia and Iraq from 1990 to 2010. “One of the things I made sure to do was take as much time as I could before I came back to work,” he said. “I think it’s really important to have that time to decompress, get in touch with family, and just relax. There are some people who are really anxious to get back to work. But one helpful thing a department can do is talk to an employee returning from military service and say, ‘Take your time coming back,’—and *mean* it, because I think that is better in the long run.”

Dr. Rouse Arndt added, “Members of the military who contributed to the project also said that police departments should consider having a family liaison during the deployment, in order to aid the family and keep information flowing between the department and the employee’s family.”

**Critical incidents and other stressors:** The impact of stress and trauma was also cited as a concern, particularly for officers who have been in the military or have been involved in a critical incident. Sometimes people who are close to police officers aren’t even aware of what to look for. “Beforehand, I had never heard of PTSD,” said Karen Monreal. “But after my son’s suicide, I noticed that every symptom he had was listed in a pamphlet about signs of PTSD.”

Two of the eight individuals studied had experienced a critical incident on the job, such as an officer-involved shooting. While no data gathered indicated that these employees were traumatized by those events, a reticence to ask for help and the stigma about mental illness may have stopped those employees from discussing the events with others.

Additionally, two employees experienced other traumatizing incidents on the job, and three had experienced a traumatizing incident that was not job-related.

Police departments should be sure that their definition of a critical incident isn’t too narrow. For example, regarding



**LEFT: Assistant Chief Dale Schunk.**  
**ABOVE: Sgt. James Bryce.**

officer-involved shootings, Assistant Chief Schunk said police departments should not focus only on those who were directly involved. “Also look at some of the people in the inner perimeter,” he said. “Ask them, ‘How are you doing after this?’ just to let them know that you’re thinking about how they’re processing it.” The research team recommended that agencies consider the needs of non-shooter employees at officer-involved shooting scenes.

**Co-workers sometimes know more than family members:** Several participants stressed the important role that co-workers can have in recognizing worrisome behavior and encouraging fellow employees to seek and accept help.

“Families are often presumed to know things before coworkers know things, but from what we found in this project, that’s often not true,” said Dr. Rouse Arndt. “If we think about who our employees spend the most time with, it’s the people they’re with in the squad car for 8 or 10 hours a day.”

The Milwaukee Police Department has measures in place to try to assist those who need help. Retired Sergeant Dave Arndt served as coordinator for the Police Officer Support Team, which takes referrals from supervisors, co-workers, family members, or the employees themselves. While the program is helpful to those who take advantage of it, Sergeant Arndt said there can still be some reluctance to reach out to the team because of the stigma about mental illness within the law enforcement vocational culture.





# Charles Ramsey and Roberto Villaseñor Elected to PERF Board of Directors

Philadelphia Commissioner of Police Charles Ramsey has been reelected President of PERF, and Tucson, AZ Chief of Police Roberto Villaseñor has been elected Treasurer. The terms for both positions will expire on June 30, 2015.

Congratulations to Commissioner Ramsey and Chief Villaseñor, and thank you for your service.



LEFT: Commissioner Ramsey.  
RIGHT: Chief Villaseñor.



>> from **Two Issues at the Top of PERF's Agenda** on page 3

## UK 'losing fight' against Internet crime, warn MPs, July 30, 2013

<http://www.bbc.co.uk/news/uk-politics-23495121>

The Home Affairs Select Committee said much low-level internet-based financial crime was falling into a "black hole" and was not reported to the police. The MPs said more officers should be trained in digital crime detection and e-crime experts protected from cuts. The Home Office said the authorities must keep pace with criminals.

## Fight against child pornography an uphill battle in the Internet age, July 28, 2013

[http://azstarnet.com/news/national/fight-against-child-pornography-an-uphill-battle-in-the-internet/article\\_03039f5f-1577-5be8-9a53-690ef55fcf5b.html](http://azstarnet.com/news/national/fight-against-child-pornography-an-uphill-battle-in-the-internet/article_03039f5f-1577-5be8-9a53-690ef55fcf5b.html)

In a typical week, the National Center for Missing and Exploited Children fields about 10,000 child pornography-related tips, said Michelle Collins, vice president of the center's exploited children division. About 91 million child porn images and videos have been seized by authorities since 2002.

In comparison, the number of child pornography arrests is small: An estimated 5,000 people nationwide were arrested in child porn crimes, such as possession or distribution, in 2009, the latest figures from the Crimes Against Children Research Center at the University of New Hampshire.

## Police 'overwhelmed' by Internet crime, August 10, 2013

<http://www.calgaryherald.com/news/Police+overwhelmed+Internet+crime/8771517/story.html>

As police grapple with the growing problem of cyberbullying, they are "overwhelmed" by the quantity and complexity of computer-related crime, says the head of the Alberta Association of Chiefs of Police.

Chief Rod Knecht of the Edmonton Police Service said law enforcement agencies need more resources from government to deal with crimes that relate to the Internet—everything from cyberbullying and online child exploitation to the use of the Internet to facilitate theft and assault.

## Two of three web users are cybercrime victims July 25, 2013

<http://communities.washingtontimes.com/neighborhood/joys-personal-protection-financial-management-tips/2013/jun/25/omg-65-web-users-are-cybercrime-victims/>

The 2012 Norton Cybercrime report, which was based on self-reported experiences of over 13,000 adults in 24 countries including the United States, Singapore, Japan, China, South Africa, and others, showed the following:

- Every second, 18 adults become a victim of cybercrime. This means that every day, all around the world, a total of over 1.5 million people become cybercrime victims.
- Two out of three online adults have become victims of cybercrime in their entire lifetime.





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