

The Utah Peace Officer

Volume 96 Issue 1 • Winter 2020

PROFESSIONALISM
AND ETHICS

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FINEST

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CAREER...
*WELL WORTH
THE BUMPS*



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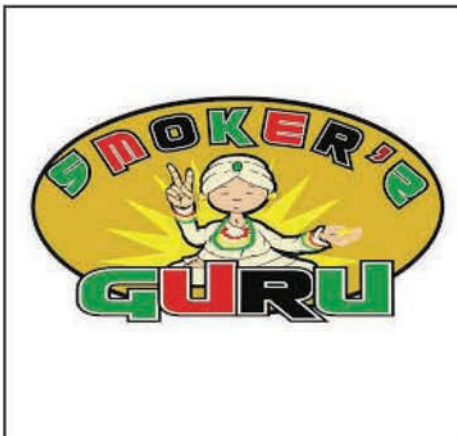
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PRESIDENT'S MESSAGE

Greetings from Damon Orr, Utah Peace Officers Association President.



*Damon Orr, President
Utah Peace Officers Association*

In a society where the rule of law is valued, law enforcement is truly a noble profession wherein our duty, as law enforcement officers, is to conduct that noble profession to the very highest standards of the profession.

It is the mission of the Utah Peace Officers Association (UPOA)

to promote the highest standards of professionalism for the law enforcement community.

As we begin a new decade of the Twenties (the 2020's!) this becomes a good time to reflect on our careers in law enforcement, the social and cultural changes we face in our communities, and



how it is we can best live up to our pledge to uphold the Constitution, protect lives, and defend property.

Professionals in every profession belong to professional associations. Doctors, for example, may belong to the American Medical Association (AMA), dentists may belong to the American Dental Association (ADA), and lawyers may belong to the American Bar Association (ABA). The UPOA is the only professional association for law enforcement in Utah, and the top law enforcement professionals in Utah belong to the UPOA.

There are other types of associations for law enforcement in Utah such as fraternal associations, special interest groups, lobbying groups, and social clubs. The UPOA encourages its members to belong to these other associations as may be appropriate. Many

police chiefs, while members of the Utah Chiefs of Police Association, are also members of the UPOA. Many sheriffs, while members of the Utah Sheriffs' Association, are also members of the UPOA. Similar multiple memberships exist for line officers, troopers, deputies, and corrections officers.

UPOA members live and work throughout the State of Utah. UPOA members are employed by municipal, county, state, and federal agencies, and UPOA members may be employed by special jurisdictions such as transit police, airport police, and university police. UPOA members are line officers, first line supervisors, administrators, and executive officers.

The UPOA is the only Utah law enforcement association which holds positions on POST Council, the Utah Retirement

Systems Membership Council, the Utah Law Enforcement Legislative Committee, the Utah Alarm System Security and Licensing Board (DOPL), the Utah Law Enforcement Memorial, the Utah Chiefs of Police Association, and the Utah Sheriffs Association.

The UPOA conducts law enforcement training and education programs, K-9 trials, firearms competitions, (including the prestigious "Governor's Twenty"), and the Utah Fallen Peace Officers Trail Ride which supports, in part, the UPOA Foundation and UPOA charitable programs.

I hope you will enjoy this edition of *The Utah Peace Officer*; we appreciate your membership, and we invite your active participation. Your work as a true professional in this noble profession is valued and applauded. ■





Bruce Champagne, President Elect
Utah Peace Officers Association

THE NOBILITY OF SERVICE

Though our profession is honorable by its nature, our own place in it is determined by our personal nobility.

The theme for this edition of The Utah Peace Officer magazine reached me in a couple of ways. We are indeed members of a noble profession. Law enforcement is not just a job or occupation. When approached with the highest of standards, it becomes our profession and it is inherently noble—we sacrifice day in and day out for others. We do so financially, we may do so psychologically, we may do so with our health, and we may even do so with our lives. For me, being a professional is not merely some sort of membership that is granted through a rite of passage or certification, but a process and lifestyle that supports the high standards and expectations of a professional.

At a foundational level, the public appropriately judges us by our personal appearance and bearing. Does our appearance and speech suggest we have the personal discipline, physical fitness,

and the attention to detail of a professional?

Does our continued training, decision-making, education, and work product suggest we are constantly seeking improvement, remain updated on case law and advances in forensics and human factors, and are the subject matter experts our communities and leaders expect us to be? Do we seek to perform at the highest standard, or are we satisfied with the minimum? Does our bearing and work denote competence and inspire confidence?

Though our profession is honorable by its nature, our own place in it is determined by our personal nobility. Would our family, associates, and community find our personal lives and motives noble, or something else? Are our personal ethics and conduct of the highest standard? Are we principled stewards of our community's instructions, resources, and finances?

Professionalism comes at a price, a price nine-to-fivers and pretenders are unwilling to pay. Which are you? ■



Sergeant Jennifer Nakai, UPOA Vice President presents the Outstanding Achiever Award to Jeffrey Buck, AP&P (Adult Probation and Parole).



PROFESSIONALISM AND ETHICS

“We are what we repeatedly do. Excellence then is not an act, but a habit.”

By Jennifer Nakai, UPOA Vice President

Renowned tennis player, Andy Roddick, earned a name for himself as one of the top tennis players in the world (2000-2012). In May of 2005, while playing against Fernando Verdasco of Spain, Verdasco hit the ball deep on the second serve. It was triple match point (Roddick), and the line judge called the ball out. Roddick would have won the set. Upon closer inspection,

Roddick informed the umpire that the ball had nicked the line. The umpire changed the ruling, and Verdasco retained the serve. Roddick ultimately lost the set and later the match. The Los Angeles Times reported that Roddick’s integrity “got the best of him” and CNN stated that Roddick’s “honesty backfire[d]” and cost him the game. Did it?

The UPOA Mission Statement reads, in part, “A professional adheres to a code of ethics which is appropriate to his or her profession.” For law enforcement, this is the Law Enforcement Code of Ethics. The International Association of Chiefs of Police (IACP) adopted the Law Enforcement Code of Ethics in 1957. As members of the UPOA, we abide and hold to the Code of Ethics as part of our commitment to professionalism

and to the public we serve. We are not a bunch of pirates who utilize them more as “guidelines, than actual rules” and simply throw them out when they are not convenient. As Albert Einstein said, “Relativity applies to physics, not ethics.”

As I reviewed the Law Enforcement Code of Ethics, I was impressed with the high level of standards for personal and professional conduct by which we are expected abide. This is as it should be. John F. Kennedy stated, “No responsibility of government is more fundamental than the responsibility of maintaining the highest standard of ethical behavior for those who conduct the public business.” The public is our business; our interactions with them should be of the highest caliber of professionalism.

But professionalism takes discipline. It is something that is learned, practiced, and perfected. Aristotle explained that, “We are what we repeatedly do. Excellence then is not an act, but a habit.” We cannot be true professionals if we only do it on a part-time basis. Living a higher standard of behavior is something that crosses the boundaries between our personal and professional lives.

Retired US Navy SEAL and author Jocko Willink said, “When setting expectations, no matter what has been said or written, if substandard performance is accepted and no one is held accountable—if there are no consequences—that poor performance becomes the new standard.” We have a standard set, a higher performance is expected, and we will be held accountable for anything substandard.

Andy Roddick may have lost the tennis match, but he ultimately won – at life. He set a moral standard or “code of ethics” and had the integrity to follow it. May we have the desire and discipline to do the same.

An excerpt here from the Law Enforcement Code of Ethics:

“I know that I alone am responsible for my own standards of professional performance, and I will take every reasonable opportunity to enhance and improve my level of knowledge and technical competence. I will constantly strive to achieve these objectives and ideals, dedicating myself before all to my chosen profession, law enforcement.” ■



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Keeping Officers safe – Real life issues

Thursday, February 20

- 0730-0900 Registration
- 0900-0930 Opening Session: President Damon Orr conducting
- 0930-1130 Tuscany Room #1– **NDCAC (DOJ) Presents “Gathering Evidence from Today’s Communications Technologies”**
- 0930-1130 Tuscany Room #2– **Corrections/LE Training-Defensive/Survival Tactics**
- 1130-1330 Lunch – On your own
- 1330-1630 Tuscany Room #1– **NDCAC (DOJ) Presents “Gathering Evidence from Today’s Communications Technologies”**
- 1330-1630 Tuscany Room #2– **Corrections/LE Training-Defensive/Survival Tactics**
- 1900-2130 **BANQUET: Memorial & Awards Announced**

Friday, February 21

- 0800-0930 UPOA Business Meeting - Nominations for Vice President & Sergeant at Arms
UPOA Auxiliary Meeting
- 0930-1130 Tuscany Room #1– **“Narcotics and Street Crimes in a New Era” Watch how a Utah Detectives uses his Smart Phone to put together cases in minutes! Local DA’s have given their stamp of approval on this process of investigation. Leave this class knowing how to-do it yourself.**
- 0930-1130 Tuscany Room #2– **Corrections/LE Training-Defensive/Survival Tactics**
- 1130-1330 Lunch – On your own
- 1330-1630 Tuscany Room #1– **“Narcotics and Street Crimes in a New Era” Watch how a Utah Detectives uses his Smart Phone to put together cases in minutes! Local DA’s have given their stamp of approval on this process of investigation. Leave this class knowing how to-do it yourself.**
- 1330-1630 Tuscany Room #2– **Corrections/LE Training-Defensive/Survival Tactics**



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PROTECTING AND SERVING THOSE WHO PROTECT AND SERVE

By Heather White

It is the beginning of a new year, which brings with it reflection on the prior year and introspection about the new one. A law enforcement career is a demanding and stressful career. Officers are exposed to the unthinkable and are called upon to make split-second life and death decisions with only a slim margin of error. The resulting stress can have a significant impact on their physical and mental well-being, as well as that of their families and loved ones.

We have made strides in our local law enforcement community over the last several years facilitating confidentiality in peer support. However, we continue to face challenges with suffering officers. Substance abuse, clinical depression, anxiety disorders and PTSD are on the rise.

- Nearly 1 in 4 police officers has thoughts of suicide at some point in their life.
- The suicide rate for police officers is four times higher than the rate for firefighters.
- In the smallest departments, the suicide rate for officers increases to almost four times the national average.
- More police die by suicide than in the line of duty. In 2017 there were an estimated 140 law enforcement suicides.
- Compared to the general population, law enforcement report much higher rates of depression, PTSD, burnout, and other anxiety related mental health conditions.

Some officers naturally talk about the mental health issues they face. However, far more fear they will lose their job, potential promotions or the respect of their fellow officers for admitting they need or are seeking mental health care. It is critical that we break through this stigma. Mental health counseling from professionals is an important step in doing so and should never be underestimated. However, peer support is a critical component as well. The problem is that many officers do not know how to connect with peers who have experienced and been trained to help.

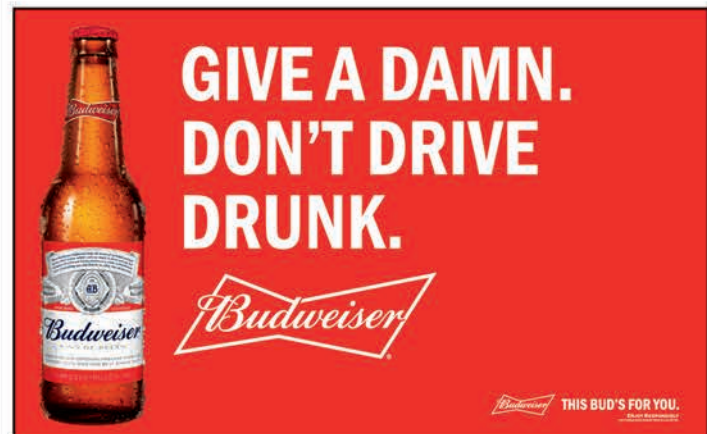
It is our responsibility to educate our officers about the resources available to them, their families, and their partners. We must teach them about the available resources, how to reach out for help, where to turn, and what peer support looks like. Education is key, but it is only the beginning. We must also demonstrate to them that we value their mental health. That comes in how we treat them and their loved ones when they utilize available resources. It is through example that we most effectively encourage them to seek help in a way that will benefit them.

Good support systems might look different across different departments. Look to your officers for their input and suggestions. Employ the help of mental health professionals. Seek guidance from legal professionals about the extent of confidentiality and other legal concerns.

May it be our goal this coming year to improve upon the way we protect and serve those who protect and serve. ■

Endnote

1. <https://www.nami.org/find-support/law-enforcement-officers>



A REWARDING CAREER . . .

WELL WORTH THE BUMPS

By Christopher Walden
UPOA Sergeant-at-Arms, Legislative Liaison

A few years ago, I took my young son out to the beautiful west desert with some family members to shoot clay pigeons. As we were preparing our shooting area by checking our backstop and prepping the mechanized thrower, I noticed as we were setting up some portable tables that we had only brought 12-gauge shotguns. I had not thought to bring a smaller shotgun for my 12-year-old son. As we took turns shooting the clay pigeons it came to be my sons' turn. He was very excited as he has become quite a prolific shooter for such a young age. He had shot clay pigeons in the past, although it was with a smaller caliber shotgun.

As he selected the larger shotgun for use, I considered warning him about the additional recoil from the larger shotgun. I chose not to but did discuss proper fundamentals, including stance, leading out

Christopher Walden



a moving target and ensuring that the shotgun was tight into his shoulder. As his first clay pigeon flew, he fired a shot from the larger shotgun. He impacted the moving target and immediately prepared for the next clay pigeon.

It did not seem to me that the recoil had bothered him at all. We spent the rest of our time together enjoying the day and bragging about who had been the better shot. I discussed how amazed I was that the recoil from the larger shotgun had not bothered him at all. At one point in time, my son

I am blessed to work with many of these young, energetic officers, and I am surprised by how passionate they are about being law enforcement officers, and how they look forward to a long career.

mentioned to me that I had not warned him about the greater recoil, and if I had he may have been more apprehensive about shooting and may not have enjoyed himself near as much.

Our Law Enforcement careers have some similarities to this short story. Law enforcement as a career is very rewarding and honestly can be quite a lot of fun. We work with amazing people, both as coworkers, and people in our communities that we get to interact with. We are provided many opportunities to lead, coach and mentor newer officers. In 2009 our retirement in Utah changed for the worse, creating a Tier 2 system. Many of us in law Enforcement believe that due to this change, it

has hurt our ability to recruit great officers and later retain them through their careers and into retirement.

In 2019, leadership from our law enforcement ranks, working with our state legislature made some positive changes to our Tier 2 system. Although we have not yet felt the effects of this change, we look forward to the prospect that it may help with our staffing and manpower issues. One area we can focus our efforts on is in mentoring our younger coworkers. I am blessed to work with many of these young, energetic officers, and I am surprised by how passionate they are about being law enforcement officers, and how they look forward to a long career. These officers are already in the Tier 2 system and it does not seem to bother them that they will be working for a few more years with a smaller benefit.

Many of these young officers have taken steps with an outside financial advisor to ensure that their

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long-term financial forecast is promising. Let's take great care with our young officers, not to tarnish their perception of a fantastic career in Law Enforcement, by telling them about the "Recoil". There are enough peaks and valleys throughout our career that we need not focus our concerns on issues that are outside of our control.

In March 2015, Chief Tom Ross (Bountiful Police Department) gave a prophetic speech to the law enforcement leadership community at the Utah Chiefs of Police Conference in St. George, Utah. I was fortunate to be in the audience and listened as Chief Ross spoke about snowmobiling, one of his true passions. Chief Ross told a story about a young man he knew that was trying to understand just why snowmobiling in Utah's backcountry was so intriguing. Chief Ross explained to this young man about the beauty of the backcountry in the wintertime, and how much fun it was to spend this time with his family. Chief Ross further explained that although snowmobiling

was an amazing journey, there were dangers and proper planning can reduce the risk of these dangers. Striking a hidden rock or worse yet, the risk of avalanche. But even with these dangers, the journey of traveling through the snow was well worth the risks, because of the long-term reward. Chief

But even with these dangers, the journey of traveling through the snow was well worth the risks, because of the long-term reward.

Ross explained that we must do a better job explaining to our young officers, and members of our communities what our role is and how critical our role is to the safety and security of our communities.

Law enforcement is an honorable and noble profession. We are continually looking to our communities for the next generation of law enforcers. We should seek out the best candidates and recruit them to our organizations. Let us take great care in teaching our officers about the long-term journey, preparing them for the risks, but ensuring that they know and understand that a career in law enforcement is a rewarding one! ■





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UTAH'S NEWEST AND RIVERTON'S FINEST

By Don Huston, Chief of Police



LEFT
Riverton Police Vehicles

RIGHT
*Detective Wilson and
Officer Salmo at Riverton
Town Days*

When faced with the daunting task of forming a new police department to serve the citizens of Riverton, it became abundantly clear I was going to need to identify the best and brightest peace officers in the State of Utah to become our inaugural force if we were going to be successful. I have always believed police work is a customer service industry, and I knew the citizens of Riverton would hold us to a higher standard of excellence related to our service delivery model.



Chief Don Huston



Riverton Town Days

With these thoughts in mind, I began a journey on January 1, 2019, as the newly appointed Chief of Police of the yet to be formed Riverton Police Department. My mandate was to have a fully functional police department ready to take over police services on July 1st, 2019. This began an unrivaled recruitment frenzy to convince certified police officers from other Utah police departments to leave the comfort of their current employer and take a chance on a department with no historical foundation. Additionally, we needed to hire officers who shared a vision of what law enforcement should look like in a low-crime suburban community like Riverton.

Initially, I needed to hire command-level officers to assist with the forming of the department and the administration of



Hayes Tough Foundation,
Riverton Police Department

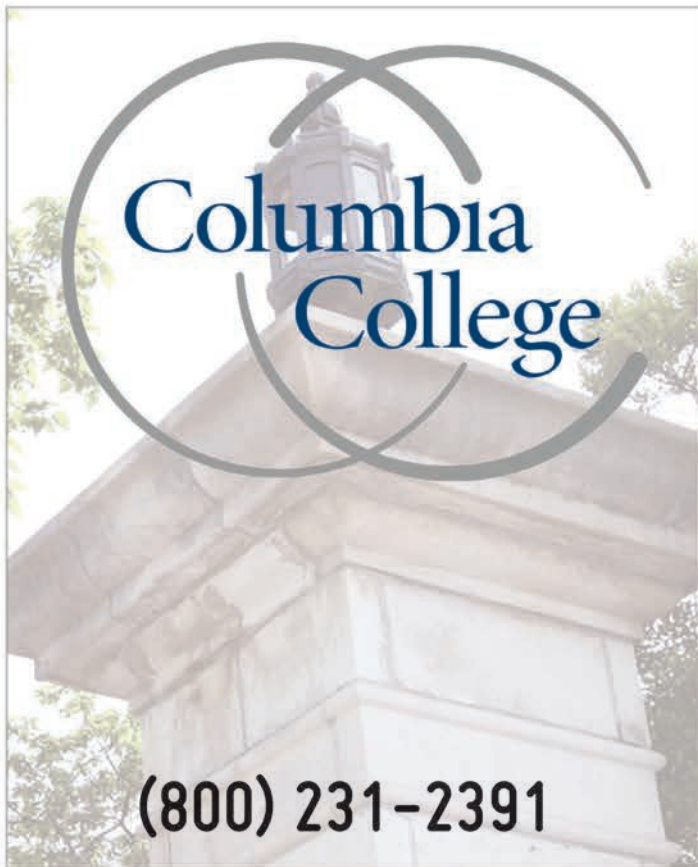
I have always believed police work is a customer service industry, and I knew the citizens of Riverton would hold us to a higher standard of excellence related to our service delivery model.

It was not by coincidence that the commanders who would ultimately be responsible to assist with identifying the officers who would form the Riverton Police Department spent a majority of their careers in two different counties, Salt Lake and Utah. This strategy fit into the vision of bringing best practices from many different police agencies together to implement sound policies and procedures in our new department. As it turned out, exactly half of the

officers initially hired came from agencies in Utah County and half from agencies in Salt Lake County. This resulted in more than twenty agencies being represented in the ranks of the thirty-five sworn officers of the Riverton Police Department.

Following the hire of Commanders Grossgebauer and Shosted, we turned our attention to hiring six first-line supervisors. We processed more than one-hundred applications for our sergeant positions, and ultimately identified an excellent group of veteran supervisors to lead and mentor our officers.

With a command structure in place, the focus became the recruitment of personnel to fill every necessary position in a full-service law enforcement agency. And, ensuring the officers who have the requisite skill sets share the values espoused by our community and have a similar vision of the law enforcement profession. Fortunately, Riverton City



committed the necessary resources and allowed us to put together a very competitive compensation package, which included a generous salary, a retirement account subsidy for our Tier II employees, and a retirement account contribution to offset our non-participation in the social security system. This commitment by Riverton City provided the incentive for quality officers to entertain the idea of leaving their current department and joining our team and provided us a large pool to make our officer selections.

The selection process was focused less on specific police experience and more on trying to identify officers who could thrive in a community where frequent non-confrontational interactions are encouraged and expected. In other words, we needed officers who enjoy interacting with the community and becoming an integral part of the community they serve. To suggest we were successful in identifying a group of officers that model these characteristics would be an understatement. In fact, our group of officers not only display this service-oriented style of policing on a daily basis, but they came to us with invaluable experience which allowed us to hit the ground running and be confident in our ability to handle any public safety event in a professional manner.

I can confidently state our officers have the experience and knowledge to handle any law enforcement challenge they may face. Every critical specialty job is represented in the combined experience of the officers of the Riverton Police Department, from all the tactical disciplines to investigative specialties, certifications, and techniques. It has been an amazing experience to observe our officers come together and work as a team as we have faced some challenges during



LEFT
*Rosamond Elementary
DARE graduation*

BOTTOM
*Riverton Police
Department staff*



our first six months of operations. In fact, the first day we took over operations, we had a multiple-victim delayed disclosure familial child sexual abuse allegation with the suspect still living in the home. Due to the competence of our officers and investigators, that case has already been adjudicated and the perpetrator has been sentenced to a lengthy prison term.

I must say this process has bolstered my confidence in the professional men and women, working as law enforcement officers in the State of Utah,

who put their lives on the line every day to keep us safe. I was extremely impressed with the quality of the officers from agencies throughout the state. It is a testament to the entire law enforcement industry here in Utah, from our educational institutions and certification bodies to the administrators and trainers in all of our agencies.

... our group of officers not only display this service-oriented style of policing on a daily basis, but they came to us with invaluable experience which allowed us to hit the ground running ...

Speaking of other agencies, I must acknowledge my friends and partners at the Herriman Police Department for their invaluable assistance with walking us through the process of



Riverton Police Department leadership team

forming a new police department. As most of you know, they went through the exact same process just months before and their experience was extremely helpful to identify time-sensitive tasks and projects along the way. They have also been very supportive of our operations and we frequently assist each other on calls for service, in addition to leveraging our manpower through shared resources. We are very appreciative of the support all of our neighbor agencies have provided to us since we became operational on July 1st, 2019.

I also must publicly thank the administrators of the agencies who had officers leave employment with their departments and take a chance with the Riverton Police Department. I know the hardship it must have created and I sincerely appreciate the efforts and resources you committed to the development of the officers who now fill our ranks. Your maturity in dealing with the disruption to your department is commendable and admirable.

Riverton Police Department
Jordan Hills Elementary
safety assembly



Moving forward, the Riverton Police Department is proud to take our place among the law enforcement agencies in the State of Utah and we stand ready to support all of our brothers and sisters to keep our citizenry safe. ■



UTAH COLD CASE COALITION

Intermountain Forensics

By Karra Porter, JD, Founder

In the spring of 2019, a detective in the Midwest called the Utah Cold Case Coalition. He was determined to identify a child who had been found dead in his county more than a decade earlier. His agency had spent thousands of dollars – all their discretionary funds – on DNA testing at a private lab. The results had been uploaded to a genealogy database called GEDMatch, but they had no money left to pay thousands more that the lab wanted to identify the girl. Could the Coalition help?

The Coalition's founders – Karra Porter, attorney, Jason Jensen, private investigator, and Tom Harvey, journalist – stewed about that call. They had been shocked earlier at the price tag when they arranged private DNA testing on an unsolved Utah murder. Years before, Porter had gotten a court order exhuming her grandfather – a 1963 cold case – only to find that no one would test the DNA.

The Coalition decided to open the country's first nonprofit forensic laboratory, Intermountain Forensics. Its vision statement is that "the power of forensic DNA should never allow a victim's justice to go cold."

As news spread, the forensic community and a variety of corporate partners began offering

support. The lab was designed by a consultant who has created forensic labs throughout the U.S. and other countries. For its Lab Director, the nonprofit hired Danny Hellwig, who has 16 years of experience in the public and private sectors and led operations of the second largest private forensic DNA laboratory in the country. Its next hire was Derek Cutler, bringing years of experience with the same laboratory. The nonprofit lab became a reality.

Intermountain Forensics intends to be ready to accept cases by April 2020. The lab will begin by offering nonprofit DNA testing to law enforcement on "cold" cases (unsolved homicides, disappearances, and human remains), rape kits, and court-ordered innocence challenges. It will be fully accredited, and will offer two types of DNA testing: Traditional STR genotyping compatible with CODIS, and Next Generation Sequencing which includes testing for familial/genealogical research and "Phenotyping" (creating images of what a

Karra Porter



subject might look like, such as eye, hair, and skin color).

The lab will also offer case consultations and genetic genealogy to law enforcement at no cost. Law enforcement with questions about DNA testing can call or stop by to go over evidence or discuss testing options. Off-duty/former law enforcement volunteers will perform forensic genealogy to narrow down an unknown subject's identity.

"This has been a dream of mine for many years now. It is a blessing to be able to finally make it a reality in this laboratory," said Hellwig. "We can, should and – I promise – we absolutely will do more to help these victims."

"We hope to encourage more nonprofit forensic labs in the U.S.," Porter said. "I think people would be surprised to learn how much private DNA labs charge law enforcement who are just trying to solve cases."

Intermountain Forensics can be contacted at 801-904-2230, or through IntermountainForensics.com. ■



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THE BENEFITS OF COMPETITION SHOOTING

By Jeffrey Denning, UPOA Firearms Chair



Timing creates simulated stress

Competition. The very nature of the word suggests being better than others. Unfortunately, competing against others often brings ego and trash-talking in its wake while hoping to best others at a game or sport. Not so with competition shooting - at least not when running and gunning with pistols and patrol rifles during UPOA shooting competitions. Instead, competition shooting fosters a spirit of cooperation and friendship. Skilled and confident martial artists are often mellow and kind since they have nothing to prove. Likewise, shooting competitors don't mimic traditional competitive Hollywood stereotypes. To point, competition shooting breeds comradery and a hope to see others improve, all while developing speed and accuracy under the stress of competition. If you or your agency is interested in getting involved in competition shooting, the benefits are many and the drawbacks are few. Below are a few areas that delve into the benefits a little more.

SIMULATED STRESS

One of the best ways to induce stress is through a shot timer and keeping score of positive hits on target. As soon as the buzzer goes off, cognitive ability - the thought process needed for engaging multiple targets, often on the move - deteriorates, sometimes significantly. Plans don't work out the way we hoped, and physical movements and weapon

manipulations often make us realize we need more practice. Fortunately, and unfortunately, these hiccups include gun malfunctions, loading errors, and completely missing shots. On the field of competition is where those errors should occur. We need to work out the kinks in training so they don't surface during actual lethal encounters.

Because of the amount of simulated stress during competitions, I've seen shooters pull up to aim their pistols and accidentally depress their mag release, pull the trigger on an empty chamber without tapping magazine before racking the slide, and other fumbles and foibles that come without practice. These occur largely because of the stress we evoke upon ourselves during competition. I've fallen into this error category more often than I care to admit, but I keep going back because of the benefits.

AFFORDABLE PRACTICE

Competition not only tests our skills but also gives us much-needed practice without a high round count, making competitions very affordable.

Are these competitions games? Yes, of course. But with a combination of reactive steel and cardboard targets, ammunition management, and most of all, working through what often seems like easy stages of fire that instead turn complex and challenging, competition prepares officers through positive repetition and development of neuromuscular pathways (often referred to as muscle memory) in order to enhance performance under stress. This is particularly true when it comes to lethal confrontations.

REALISTIC PREPARATION

Officer L. Johnson, a member of the Salt Lake City Police Department's competitive shooting team, has been involved in several officer-involved shootings over 17 years of police experience. Recently he observed that "the most beneficial training that closely mimics the stress of an actual shooting [is] competition shooting."

Officer Johnson pointed out that there's a unique stress that comes with competition shooting. For instance, the event is timed. There are spectators watching and judging. You have to engage and



re-assess multiple targets, and every round you shoot will be judged and counted, “all while maintaining your weapon safety, ammo management and weapon/gear malfunctions, [making competition shooting] one of the closest simulations of an actual law enforcement shooting that I’ve found.”

Johnson concluded this way: “There is absolutely no substitute for the real thing, but competition shooting is about as close and you’re going to get.”

With such an endorsement, it’s surprising that more officers and deputies don’t compete. I’m still surprised that more departments haven’t created shooting teams. The biggest barrier is not trying - not giving competition shooting a chance. If officers, deputies and department supervision just tried, they’d see the benefits. If department trainers would come out and test their skills and step out of their proverbial boxes of comfort, they’d learn new training options they could bring back to their individual agencies. You don’t need to be a skilled shooter to try; you just need to have a desire to improve and be willing to step out of your comfort zone in order to reap positive benefits,

among which are gaining incredible friendships, not to mention amazing recruiting opportunities.

POSITIVE RELATIONSHIPS

At a time when law enforcement nationwide is hurting for personnel, recruiters can highlight department shooting teams. For guys and gals who like firearms and are expected to carry a gun as part of the job, this can be quite alluring.

Of course, competition shooting isn’t limited to law enforcement events only. On the contrary, the majority of shooting competitions are operated by citizens for citizens. Not only is competition among the civilian population great in that it builds trust and friendships, furthering the community oriented policing missions, but cops will soon see just how incredibly skilled many citizens are. We can learn so much from our friends in the competition shooting realm, including things about guns, gear, and weapons handling.

When I was hired as a post-9/11 Federal Air Marshal, the agency hired one of the top-ranked competition



LEFT
A participant prepares for a three gun shoot which involves a shotgun, a rifle and a handgun



CENTER
A Junior ROTC volunteer. JROTC assisted in the conduct of the match.

RIGHT
Jared Stepp; UPOA match director (Unified Police Department, Salt Lake County).

shooters in the world to train us. Although I had heard of a few big names in the shooting world, like the world's fastest shooter, Jerry Miculek, my first exposure to anyone from the competition shooting arena was during advanced air marshal training. I soon learned why the agency made the wise decision to bring in a civilian. Speed, accuracy, and a host of amazing drills helped hone my skills, and although I won the distinguished shooter award, as well as the steel-on-steel competition award during advanced training, I wasn't fast or accurate enough to beat the world-ranked competition shooter. I learned a valuable lesson that day, namely, that I have a lot to learn from those involved in competition shooting.

In addition to the benefits of recruiting new hires or lateral officers through having a department shooting team, as well as learning from citizens involved in

competition shooting, many of us involved in the UPOA shooting events have been able to get to know many incredible citizen-volunteers. Ever since the UPOA has been running 3-gun style and handgun only shooting events, a handful of amazing men and women

have stepped up to help. Truly, we wouldn't be able to run these events without these terrific people. Moreover, we've been able to get some of the best and brightest, most skilled and talented individuals,

to help set up and help perform key roles for the UPOA matches. But above all of that, the bonds and relationships with these men and women have developed into great personal friendships—friendships that we nor they would have had if not for competition shooting.

Moreover, when it comes to developing personal relationships, the associations between officers and

You don't need to be a skilled shooter to try; you just need to have a desire to improve and be willing to step out of your comfort zone in order to reap positive benefits . . .



Curtis Robertson an UPOA Governors Twenty qualifier.

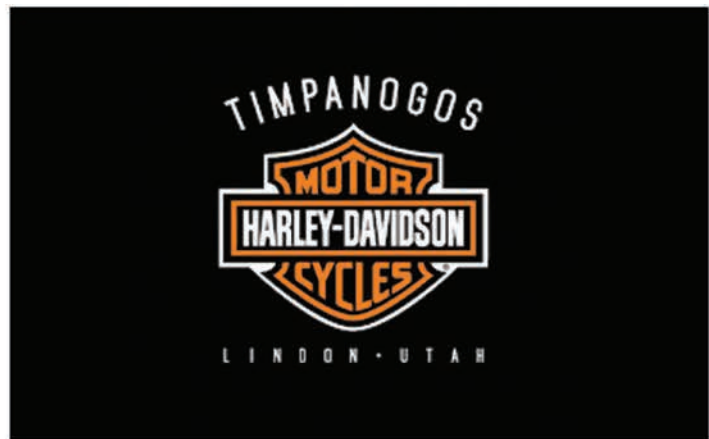


deputies from various agencies is truly outstanding. The interagency cooperation and networking has proven vital to me personally. Not only have I gotten to meet amazing men and women within law enforcement competitive shooting, but I've been able to reach out to other agencies and ask for suggestions, assistance, and examples of their policies around certain topics all because of those positive contacts.

In addition to the great personal acquaintances made at these shooting venues, there is a host of wonderful and incredible sponsors for each of these events. From gun giveaways to free ammo and from custom knives to all kinds of tactical swag you can possibly imagine, every participant leaves the event with a cool t-shirt, Double Tap Ammo (a regular match sponsor) and other terrific prizes. The small entry fee is definitely worth the great gifts. We cannot thank our sponsors enough for their ongoing support and assistance to make these shooting events even that much more amazing.

In conclusion, while it's great to shoot (pun intended) for the coveted Governor's Top Twenty Award each year by achieving high scores, the real

benefits come through difficult, stressful practice that help mimic the realism that might be faced in an officer-involved critical incident. While we hope not to encounter such a time and event, we must prepare. As law enforcement professionals, it's incumbent upon us individually and collectively to be the best we can be at winning lethal confrontations. Competition shooting can help us prepare for that. Thankfully, the benefits of recruiting, networking, associating, and learning from other professionals-both those in law enforcement as well as those outside of our profession-are truly outstanding and well worth participating in UPOA shooting events. With the minimal costs of getting involved and the gigantic rewards of participating in these competitions, every department in the great state of Utah ought to figure out how to create and support department competition shooting teams. It's truly the wave of the future. ■



ON AGING GRACEFULLY

By BL SMITH,
UPOA State Training Coordinator
POST Region III Training Coordinator

... We note with interest and admiration ... that it was just 5 short years ago that BL Smith offered a report on his turning age 65 (Volume 91, Issue 1, 2014/2015). Here is his timely update now that he has reached age 70. BL is still employed in law enforcement as the training coordinator for the Sandy City Police Department.

Will Medicare insurance companies still send me options once I croak? Every year I get scores of offers for me to sign up with them. I don't know how the post office can say they need money to stay in business. These companies must be paying millions to send all this crapola out!

Well, since last we spoke, I did sign up for Social Security. I tell people I can afford one month of air conditioning in the summer and one month of heat in the winter based on my monthly allowance! Just this week I received a notice from Social Security that they are increasing my monthly allowance by a WHOPPING 1.6%. I can hardly wait to spend that increase!



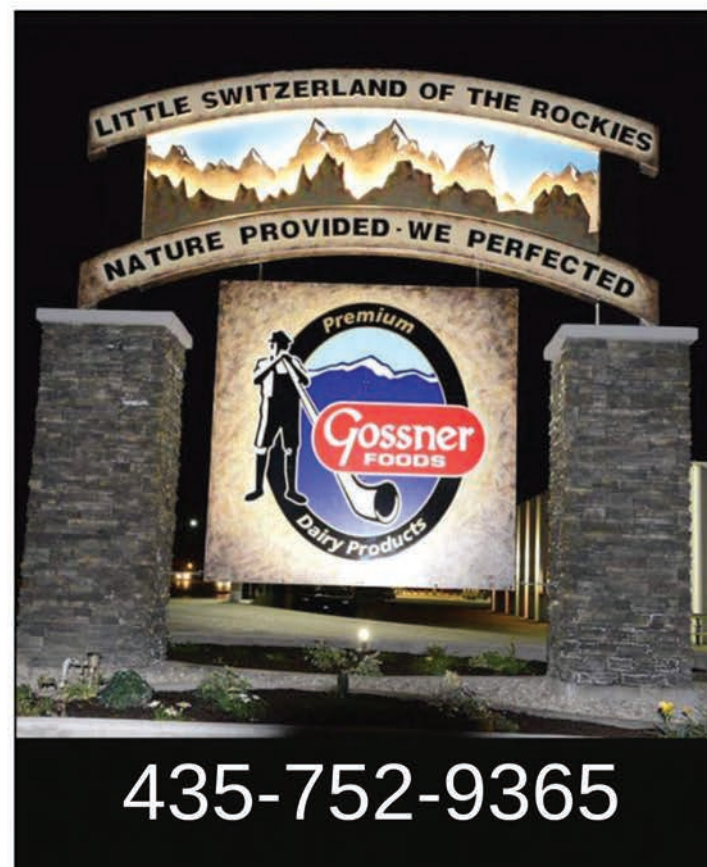
Now when I turned 65 my wife and I went on a bus tour of the New England states. It was fantastic. Lot's of potty breaks. Well we did the same last month after I turned 70. We went to Branson MO. We bussed multiple times a day to shows and we always left a little early to get in line before everyone else did (for the POTTY!). Those lines are looong!

One thing about flying. If one of you is on oxygen and/or need a wheelchair for any reason you get the perk of 'pre-boarding.' You might think this is easy but there is even a LINE OF WHEELCHAIRS! Yep, that's right. If you are lucky you can get on the plane and get a front row seat where you can actually stretch your legs out. You don't get a table, but they don't serve food anymore so no big deal!

Every place I go now I ask about a senior discount. It helps, really. We were getting a few new windows and I asked about a senior discount, and they had it. They also tacked on another discount for being a veteran. It all helps!

Earlier this year we bought a new entertainment center and they brought it out and I told the guys to just put the old one in the garage we were selling that on KSL. They said they don't move the old stuff. I told them I sure as hell don't either. So, there we were, a 70-year-old fart and two young 20-year olds. They called their boss and he called his boss and finally they said they would move it. It helped that we were their FIRST stop of the day. They were getting further and further behind.

After exactly 50 years I went to the VA and signed up. I now have new hearing aids but still use the closed caption on the TV. They got me one of those blue tooth palm pilots that put the sound right in my ears. WOW! I can hear. I didn't know how many people were talking to me before my new hearing aids! It's not all powerful though. In a bank of elevators, I



BL Smith



still can't tell which elevator 'dings' when it hits the floor.

I continue to work full time and plan to for at least a few more years (or until my background check comes back and they fire me!). I am in my 21st year

of my retirement job. Please, take a tip from me, have better retirement planning skills than I had!

I hate canned laughter. I love the Netflix series The Kaminsky Method. If you're above 60 years of age, watch it. Your false teeth will fall out laughing so much. You could also dribble in your pants (yep, that's right). That's how funny (and true) this show is. It has Michael Douglas and Alan Arkin in it.

I now look so much like my old man it's funny. My veins stick out everywhere, my skin is like a Sharpei dogs (loose and pliable). I must keep picking hair out of my ears, and even eyebrows! I sit rather than stand in the bathroom because I need the rest!

Slip on shoes are great because I have the long-extended shoehorn. I don't have to bend over to tie the shoes. For inside the house sweats are all the rage. Slip them on and you are comfortable until bedtime. Which is way before any nighttime talk shows!

Well it's time for my afternoon nap, so please, plan your retirement well in advance. Take care and stay safe. ■

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WHICH VALUED PRINCIPLES GUIDE DECISION MAKING IN YOUR LIFE?

Moral, Ethical, and Effective Leadership

By Dr. Michael Galleti

Dr. Michael Galleti, Executive Director,
Utah Peace Officers Association



If you read only one of Stephen R. Covey's remarkable books, perhaps it ought to be his seminal work, *Principle-Centered Leadership* (1990).

The title alone is worth the price of admission. Leaders who put valued principles at the center of their conduct will be moral, ethical, and effective in their role

as a leader. Covey put it this way: "I endorse the idea 'I teach them correct principles, and they govern themselves' as an enlightened approach to management and leadership (p 69)."

Often, the terms principles and values are used inter-changeably. While this may be true of many words in our language, the

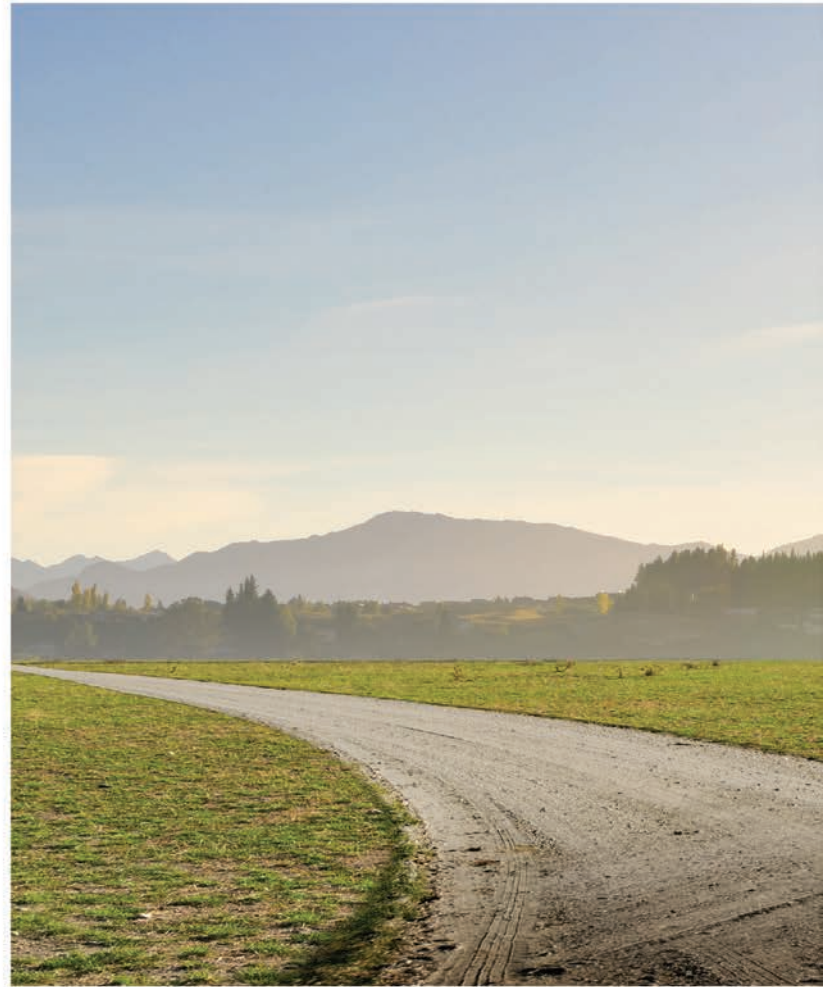
problem is that the casual use of words in our language can dilute the meaning of the words. It may be useful to empower these words through more precise use.

Principles are very much like natural laws. They do not change across time or culture. Gravity is an example of a natural law. Gravity works every time, and it works no matter what. Gravity does not care if you believe in the law of gravity. Gravity does not care if you understand the law of gravity. If you step off a tall building, you will not fall up.

Honesty is an example of a principle. Honesty works every time, and it works no matter what. Honesty does not care if you believe in the principle of honesty. Honesty does not care if you understand the principle of honesty. If you are honest, over time, you build trust. If you are dishonest, over time you build distrust.

However, it is important to note that there are correct principles and there are incorrect principles. It has been said that there must needs be an opposition in all things. For example, the Golden Rule is a correct principle, but in opposition the Law of the Jungle is, perhaps, an incorrect principle at least in a civilized society. The Golden Rule says treat others as you want to be treated: Care for the weak as you would want someone to care for you when you are weak. The Law of the Jungle is just the opposite: The strong prey on the weak; this is what predators do in the jungle. This law may work pretty well in the jungle, but it has no place in a civilized society. This distinction is what defines "civilization" as different from "the jungle."

Some people, most notably criminals and bullies, prey on the weak. Law enforcement professionals care for the weak and protect those who cannot protect themselves. This is where values come in. Values are the choices about which principles we choose to live by. The criminals may choose the Law of the Jungle; that is what they value. Professional law enforcement



officers more typically choose the Golden Rule as they seek to protect those who are weak and may become victims of criminals and bullies; that is what they value.

The Utah Peace Officers Association (UPOA) has maintained for many years a six-point star as its logo. The six points on the UPOA star can be used to remember six valued principles which are especially important to professional law enforcement officers. The first valued principle is honesty; we expect a law enforcement officer to be honest. A law enforcement officer which is found to be not honest is toast...his (or her) career is over.

A second valued principle is fairness; when an officer treats people in a way that is perceived as being fair, she (or he) can usually count on community support and has an easier time achieving compliance with suspects or inmates.



Diversity is what makes gold suitable for jewelry — pure gold is too soft and brittle, but gold as an alloy made up of diverse metals is strong and durable. Nature prefers diversity . . .

A third valued principle is dignity; the most professional officers treat their subjects in such a way as to allow the suspect or inmate to maintain her (or his) human dignity. The professional recognizes there is no need to add insult to injury.

A fourth valued principle is stewardship. Simply put, leave it better than you found it. Whether it is your campsite on a family vacation, the community you serve, or the agency with which you serve, a true professional seeks to leave it better than he (or she) found it.

A fifth valued principle is excellence, or quality. Professionalism is about excellence in the mastering of a body of knowledge, the development of a set of skills, the adherence to a code of ethics, and the commitment to continuing education and life-long learning.

A sixth valued principle is diversity. Diversity, that's what makes one's exercise routine complete. Diversity is what makes an investment portfolio more effective. Diversity is what makes a team more able to adapt to unexpected circumstances. Diversity is what makes gold suitable for jewelry — pure gold is too soft and brittle, but gold as an alloy made up of diverse metals is strong and durable. Nature prefers diversity; low genetic variations allows a population to be vulnerable to environmental changes. Diversity is a sign of strength.

You choose: Select a set of valued principles and live by them. The selection is a choice, your choice, and your choices define your values. But, choose wisely. Choose wisely because wise choices about valued principles will define moral, ethical, and effective leadership. ■

COMMUNITY PARTNERS GROUP

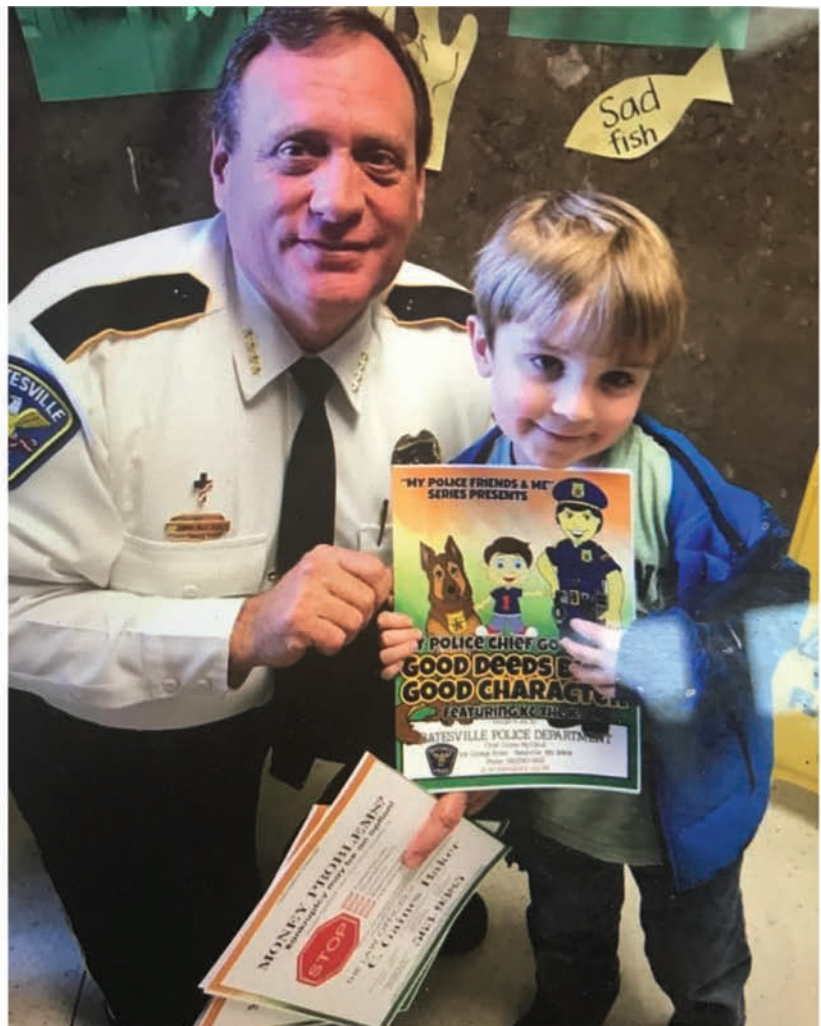
Why They are Important to Law Enforcement

By Jill McWhirter

Community Partners Group (CPG) is a family business that started over six years ago. Their goal is to bring law enforcement personnel and their communities together, by supplying the agencies free safety/education books and kid's giveaway items. Yes, free, because law enforcement's budgets have been cut back and their funds have to be used to buy uniforms, body cameras, vests, cars, and sometimes educational materials are last on the list. Yet, agencies are still asked to speak on topics such as drug abuse, bullying, active shooting, scams, and frauds among other vast topics. Law enforcement personnel are also asked to join local Halloween events, rodeos, school events, church meetings, neighborhood watch meetings, and of course to have a booth at the fair. When CPG noticed the need for law enforcement personnel to be able to have items they can teach from and hand out to the community they stepped in.

TOP
Jill McWhirter at the CPG booth during the Utah Sheriff Conference.

BOTTOM
Chief Jimmy McCloud at a local elementary school.



So, hand in hand, with law enforcement personnel they created 32 different books that can be used at any event. And, in today's world the need for community policing is more important than ever before. There may be a disconnection within a community, a lack of respect for someone who wears a uniform or a civilian may look away when an officer or deputy walks by. CPG hopes a small gesture of handing out a coloring book or teaching at a senior center on frauds will have a huge impact. An impact that will teach a community that their law enforcement personnel are there to help them, that they are part of the same community and only want the best for everyone. And, to know that their local agency is a place the community can go to when in need, or just to say hi.

Community policing is that impact a community needs. Maybe the child who received a coloring book about what an officer or deputy does will want to go into law enforcement when he or she grows up. Maybe the high schooler who was taught about drugs won't follow down the drug user's path when he or she is asked to take that first hit. Maybe the senior citizen who was told he or she won a million dollars won't give a thousand dollars away to get what they "won" because an officer or deputy handed that person a book on frauds and scams.

Community policing, when you think about it, is preventative medicine. And, a company like Community Partners Group hopes to fill the need of supplying agencies, free of charge, the materials they need to do what they do, and that is to Protect and Serve.

Community Partners Group is a family business which supplies law enforcement agencies around the county, free safety/ed books. You can reach them at: 901-233-7317 or www.community-partnersgroup.com



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673 E. 1775 S., Orem, UT 84058

Steward Supply

3424 S. Main St., Salt Lake City, UT 84115

Pacific Water

200 W. Haven Ave., Salt Lake City, UT 84115

HR Composites

679 E. 220 N., American Fork, UT 84003

Anaya's Market

1556 W. 7800 S., West Jordan, UT 84088

Calzamundo Western Wear

4865 W. 3500 S. #1, West Valley City, UT 84120

Legacy Retirement Residence

1617 W. Temple, Salt Lake City, UT 84095

Western Automotive Sprinkler

2510 S. West Temple, Salt Lake City, UT 84115

Dave Kelly

4021 S. 700 E., Salt Lake City, UT 84107

Jenkins Oil Co.

1100 W. 560 N., Cedar City, UT 84721

Pho Bien Hoa

4146 S. Carriage Square, Taylorsville, UT 84119

Pho Tay Ho

1766 S. Main St., Sale Lake City, UT 84115

Raymond Construction

125 W. 2500 N., Logan, UT 84321

Tongs Fire Extinguishers

Box 3101, Cedar City, UT 84721

Dr. William Kuentzel, M.D.

515 S. 700 E. #3-C, Salt Lake City, UT 84102

Ganesh Indian Cuisine

777 E. Ft. Union Blvd, Midvale, UT 84047

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Independent Funeral Services

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