

# 40 UNDER 40



**Jeremy Alexander**  
Lieutenant  
Chickasha Police  
Department, Oklahoma  
Age: 29

**LIEUTENANT JEREMY ALEXANDER** has always been a “fixer.” The law enforcement profession is a natural outlet for his desire to help others achieve—and surpass—their personal goals and standards. Even as a child, Lieutenant Alexander wanted people to come to him for help. Now, his rapport with officers enables them to feel comfortable bringing him their concerns, and he loves to work with the officers to address them.

Lieutenant Alexander’s problem-solving skills are invaluable to his fellow law enforcement officers and his agency. For example, when confronted with the problem of Chickasha Police Department’s aging fleet, Lieutenant Alexander quickly acted. He reached out to other agencies to obtain information about a vehicle lease program valued at approximately \$400,000, put together a presentation for city administration, secured financing, secured the vehicles, and successfully implemented the program. He acquired 11 new vehicles in one year, replacing approximately half of the agency’s fleet. He demonstrated his initiative again when he implemented a new K9 program, which he now oversees as K9 supervisor.

He is motivated largely by the accomplishments of his fellow law enforcement officers, and he feels fulfilled by his role in helping them achieve success. A natural leader who has mastered the balance of holding his team accountable while still building a rapport, Lieutenant Alexander recognizes his responsibility as a role model and leader and strives to engage and encourage those around him to excel personally and professionally.

*“I want every member of our ‘team’ to reach their own personal goals and far exceed the standards I set for them. I have found great value in putting myself second and those around me first.”*



**Fatma Almamary**  
1st Warrant Officer  
VIP Protection and  
Security Motorcycle Unit,  
Dubai Police  
Headquarters, United  
Arab Emirates  
Age: 33

**FIRST WARRANT OFFICER FATMA ALMAMARY** grew up with an appreciation for law enforcement and a familial connection—her father served as an officer for 30 years and her sister also serves in law enforcement. As an officer, she wants to bring the same sense of security she felt in the presence of police officers as a child to her family and community.

An accomplished leader, Officer Almamary is a founding member of the female motorcycle protection unit in the vibrant city of Dubai, as well as a member of the Events Security and Management Committee. Her management skills and field expertise in motorcycle protection for VIP and sensitive—often international—events make her a valuable addition to her unit. She also sets time aside for personal development by taking leadership courses and is working toward a bachelor’s degree in business management at the Emirates Aviation College. Furthermore, as a reward for her exceptional work securing an international air show event, she has been promoted by direct decree of Sheik Mohammed Bin Rashid (the ruler of Dubai). Locally, she received a second-place Dubai Police Excellence award and a first-place commander’s award for excellence.

Officer Almamary is dedicated to giving back to her community, especially youth. She is a certified International Association of Athletics Federation youth coach. Her personal life serves as a strong, positive model for young women—in addition to founding a female unit, she is also a youth coach and a certified SWAT instructor, and has represented her agency in tae kwon do competitions, where she took first place.

*“As an officer, I am passionate about policing and love serving my community. I am trying to be a role model for all female officers in Dubai Police and across the country.”*



### Mansoor Alrazooqi

Lieutenant Colonel/  
Director of the Virtual  
Technology Center  
Dubai Police, United Arab  
Emirates  
Age: 39

**LIEUTENANT COLONEL MANSOOR ALRAZOOQI's** forward, creative thinking has not only revolutionized his agency, but also changed the face of policing and learning in his region. For example, Dr. Mansoor brought virtual training to the Dubai Police. These "serious games" force the learner to interact with scenarios and yield better results than passive learning: crime scene investigators who trained in virtual environments performed better by an average of 57.2 percent in real cases than those who learned in classrooms. Virtual training is also more cost-efficient. The cost of virtual training for 1,659 trainees on crime scene investigation and traffic accident investigation is 9.6 million dirhams. The field training cost for the same number of trainees on the same program is 79 million dirhams.

Dr. Mansoor began the virtual training initiative with traffic accident investigation and then implemented it in a growing number of areas until it became an integral part of training for Dubai Police, reaching 32 courses by 2016 and 4,000 Dubai Police employees passing training with over 2,000 training hours. Now, virtual training is used by the Ministry of Interior in the UAE and globally, by the National Tactical Officers Association. Also, smart games are now used as part of the Khalifa Empowerment Program for Students initiative to spread education and awareness, develop personal skills, strengthen national identity, and expose students to different cultural elements (traffic, criminal, environmental, and health) in an interactive and sensible way.

Finally, Dr. Mansoor enabled Dubai Police to become the first police force in the region to have a specialized in-house game development studio, leading the effort to develop awareness games to help the younger generation form valuable skills.

*"I have always appreciated and respected those who put their lives on the line to protect and safeguard our communities. I joined Dubai Police to serve the community, maintain law and order, help to reduce and prevent crime, and improve the quality of life for all citizens and residents."*



### Amanda Arriaga

Assistant Director of  
Administration/Chief  
Administrative Officer  
Texas Department of  
Public Safety  
Age: 37

**AMANDA ARRIAGA**, as chief administrative officer at the Texas Department of Public Safety, has initiated an extraordinary number of positive changes in her department and community. She established the agency's first ever Enterprise Project Management Office, which assists in the development and success of the executive director's initiatives by maximizing agency resources. She streamlined the agency's procurement and contracting practices, saving the department both time and money. She also created a weekly internal newsletter, *DPS News*. The newsletter has a section called "Fan Mail" that features compliments from the public to officers at the agency. In addition, she is an active member of the Austin legal community, and, while serving as the president of the Austin Young Lawyers Association in 2014-2015, she initiated "Reindeer Games," an event that provides a holiday party and grocery gift cards to foster families in Travis County, Texas. A role model for many female employees, she has championed opportunities for agency leaders to mentor agency employees interested in leadership positions.

She is motivated by her goal to protect the reputation of law enforcement officers and agencies. Her belief that the accomplishments of agencies go unrecognized, despite their innovation and forward thinking, drives her to present the reality behind the law enforcement profession. Amanda supports the agency and officers by managing behind-the-scenes functions in a way that allows DPS to work seamlessly, thus enhancing its reputation and credibility.

*"Every day, I am able to use my skills to serve an important mission. That mission drives everything that I do."*

# 40 UNDER 40



**Kim Audette**  
Crime Analyst  
Royal Canadian Mounted  
Police, Saskatchewan  
Age: 37

In 2013, **KIM AUDETTE** developed the crime analysis program from its inception in F Division within the Royal Canadian Mounted Police into a four-man operation that specializes in geographic profiling. During her time at the RCMP, Kim has trained several analysts and established best practice models within her division. She proactively identifies crime series within her division and recently identified the target responsible for a series of crimes, leading to an investigation of more than 200 offenses and resulting in 135 charges over four divisions, acquiring the suspect an unprecedented federal penitentiary sentence for property crime. As a result of implementing the intelligence-led policing model in her division, high-level strategic decisions based on analysis are being made for the first time.

In addition to her work in crime analysis, Kim coordinates her division's search and rescue team, and she is a PhD candidate in forensic psychology. Her dissertation focuses on identifying high-risk child offenders under the age of 12, with the intent of using her research to help RCMP establish a strategy for dealing with these child offenders.

Kim first became interested in law enforcement in 2012 as a psychology student when she discovered the intersection between psychology and the legal system. A career in law enforcement was an excellent avenue to fulfill both of her interests: human behavior and helping people, and the profession would allow her to apply her expertise in a practical and fulfilling way.

*I love to help people, and I love to problem solve. To know that I am having a positive impact and making the work for frontline officers and investigators motivates me.*



**Michael Bal**  
Constable  
Youth Service Section,  
School Liaison Unit,  
Vancouver Police  
Department, British  
Columbia  
Age: 29

**CONSTABLE MICHAEL BAL** was first drawn to law enforcement by the stories of his father, a former Royal Hong Kong Police officer, who instilled Constable Bal with an appreciation for self-sacrifice and service. The young man's attraction to law enforcement was reinforced in high school by a liaison officer who taught Constable Bal the great impact that an officer can have on a community and its struggling youth. From the very beginning of his career, Constable Bal worked passionately to protect and foster youth by using empathy and compassion—and Twitter, on which he has more than 1,000 followers. He is inspired by the desire so many young people have to positively affect their communities.

He received the City of Vancouver Citizen of the Year award in high school for raising several thousand dollars for the Cops for Cancer foundation and for creating a service club. Then, after graduating, he volunteered to raise funds for Camp Phoenix, a summer camp for impoverished youth. A skilled crisis negotiator, Constable Bal was inspired by his experiences in the field to promote mental wellness in youth, so he partnered with a school counselor to establish a mental wellness club for students to help shed the stigma around mental illness. This initiative, funded by the Vancouver Police Foundation, has developed into a partnership between the Vancouver Police Department, Canadian Mental Health Association, Vancouver School Board, and Vancouver Coastal Health and intends to bring mental wellness workshops to every grade seven class in Vancouver.

Constable Bal was also one of two Canadians selected to serve as a U.S. Department of State Youth Ambassador Mentor, a role in which he helped youth in the program develop and implement service projects in regions across Canada.

*Working with young people who demonstrate so much drive and energy motivates me to dedicate myself toward their goals and be the inspiration for them to reach for their best.*



**Jamie L. Brunsworth**  
 Special Agent  
 Illinois State Police  
 Age: 33

**SPECIAL AGENT JAMIE BRUNNORTH** has been the case agent in 36 homicide investigations and has assisted in more than 137 homicide investigations since 2009. Most of her investigations took place within East St. Louis, Illinois, which has a high homicide rate, and greater-than-average tension between law enforcement and the community. Her resiliency in the face of these challenges led to her current position as a hostage/crisis negotiator, report officer, and investigator for the Major Case Squad of Greater St. Louis, and a deputy commander of her district's Child Death Investigative Task Force.

In 2012, Special Agent Brunsworth was nominated for the Illinois State Police Officer of the Year award for her exemplary work on high-profile cases. In addition, she is an instructor for courses on death investigations at the Illinois State Policy Academy. She has received numerous commendations for her success and is routinely sought out by her peers for advice, showing great leadership in helping others become better investigators.

Special Agent Brunsworth finds fulfillment in easing the pain of victims, especially children. The opportunity to positively impact victims' lives inspires her and motivates her to perform her best, both on the task force and as a board member for Prevent Child Abuse Illinois. She also works to help at-risk youth as a counselor at Team Illinois Youth Police Camp.

“*My career with the Illinois State Police has allowed me to become involved in something much larger than just one individual, and I feel grateful to have been given the opportunity to help others when they need it the most.*”



**Alex Burchetta**  
 Director of Operations  
 Pitkin County Sheriff's  
 Office, Colorado  
 Age: 38

When **DIRECTOR ALEX BURCHETTA** witnessed the events of 9/11, he felt a call to pursue a career in public safety. Shortly after beginning work as a deputy, he volunteered as a middle school lacrosse coach, which further inspired him to connect, lead, mentor, and give back to his community.

During his time as a deputy incident commander on the Colorado State Patrol incident management team, Director Burchetta worked alongside his colleagues to contribute as a valuable resource to the seven-day, statewide USA Pro Challenge professional bike race. Director Burchetta interfaced between the Colorado State Patrol and the local public safety agencies of each jurisdiction impacted by the race to ensure a safe event for participants and spectators. In 2015, he assumed the additional role of Pitkin County's interim 911 center Director of Communications, handling dispatches for nine public safety agencies and numerous municipal agencies in Pitkin County. He worked alongside industry professionals to manage the multiagency center despite staffing issues and relocation. Finally, as Director of Operations, he implemented a mentorship program in which non-FTO deputies helped mentor new deputies in the academy and beyond.

Director Burchetta is a member of Colorado Law Enforcement Training Academy's Advisory Committee; a representative of his incident management team at a Colorado State level; and a former member of the board of directors of Community Health Services, a nonprofit public health organization that provides the disadvantaged with medical care. He is motivated every day by his peers and his commitment to serving his community and his agency.

“*My experiences have provided me with a unique opportunity to truly do something more with my life; be a part of something greater than just myself but the cumulative efforts of many; and dedicate my life to activities which have a significant impact on the community in which I live.*”

# 40 UNDER 40



**Rob Burdess**  
Chief  
City of Newton, Iowa  
Age: 39

In 2015, when **CHIEF ROB BURDESS** became the youngest chief of police in Newton Police Department's history at the age of 37, his energy and natural leadership revitalized his department. Within 15 months of his appointment, the department implemented the first narcotics K9 program in more than 25 years and the first police motorcycle program in more than 70 years. They also re-wrote the department's 400-page policy manual, developed a countywide Crime Stoppers program and countywide Substance Abuse Coalition, and reduced the City of Newton's crime by over 20 percent, creating a more positive perception of the police department in the community and among staff.

Early in his career as an officer, Chief Burdess noticed that agencies often struggle to locate missing children and fugitives, so he trained a bloodhound puppy for search and rescue. The dog was quickly certified as a police K9, and Chief Burdess went on to become an internationally recognized trainer who has spent the past two decades training officers and implementing bloodhound units in Europe and the United States. More recently, as president of the Iowa State Police Association, he established the Iowa Law Enforcement Purple Heart Award to recognize critically injured or deceased officers and their families.

Chief Burdess was inspired to pursue a career in law enforcement by his father, who, as a volunteer firefighter, made a positive impact on his community. Chief Burdess was drawn to the service and comradery of the law enforcement community and is motivated by the meaningful work and impact law enforcement can have on a community.

*“There is no greater reward than seeing others grow and succeed, and I am honored to be part of a profession where so many give their lives to something greater than themselves...being there for others in their time of need and making a positive difference in the lives of others is what drives me to come back day-after-day.”*



**Khalil El-Halabi**  
Sergeant  
Woodway Public Safety  
Department, Texas  
Age: 30

When **SERGEANT KHALIL EL-HALABI** arrived in the United States with his parents after his family immigrated to escape the Lebanese Civil War, he was a toddler. At age 14, he watched the events of 9/11 unfold, and he decided to give back to the country that had given him so much. Now, he strives to protect his community from fear and violence.

Driven to bridge the gap between law enforcement officers and the communities they protect by replacing bias and animosity with compassion and love, Sergeant El-Halabi enjoys watching people's perceptions of him—and his badge—change as he takes the time to listen and help. He is motivated by finding purpose in his work and seeing the product of that work in the community's acceptance and trust in the agency.

Sergeant El-Halabi also works to change law enforcement's image through teaching. Known county-wide for his humility, professionalism, and integrity, he has the responsibility for teaching cadet courses in Professional Policing and Police Ethics throughout McLennan County, Texas. He also re-vamped a Citizens Police Academy, leading to its appearance on the front page of the *Waco Tribune Herald*.

Sergeant El-Halabi's other accomplishments include writing a highly viewed guest blog post for the IACP; receiving multiple awards; and leading the effort to fundraise about \$70,000 in sponsorships for the City of Woodway's annual festival benefiting fallen officers. Sergeant El-Halabi is currently working passionately to raise awareness of the rising levels of post-traumatic stress disorders in law enforcement, as well as the elevated rate of officer suicides.

*“Law enforcement gives me an avenue for expressing my compassion for the people I come in contact with every day. I wanted to show people the good in humanity, that we are on this Earth to use our talents to enhance the lives of those we serve.”*



**Lynette Falzone**  
 Captain  
 Special Investigations  
 Division, Fort Lauderdale  
 Police Department,  
 Florida  
 Age: 36

**CAPTAIN LYNETTE FALZONE** has consistently demonstrated her leadership capabilities since joining the Fort Lauderdale Police Department in 2000. In that time, she has worked tirelessly on an overwhelming number of projects and served in nearly every command in the department. Inspired to join law enforcement by her father's career in law enforcement and her experience in police explorers, Captain Falzone was hooked by the challenging, fast-paced, ever-changing atmosphere and knew that it would inspire her for years to come.

Among her accomplishments is a critical role in the development of a youth mentorship program that partnered with the Urban League of Broward County to help youth build life skills and self-esteem, which has been adopted by other law enforcement and social service agencies. She also streamlined her department's annual shift-selection process, seamlessly working around varying schedules and union contract interpretations, and organized commemorations of fallen officers in which she debriefed occurrences of officers killed in the line of duty on the anniversary of their deaths at their incident locations.

Captain Falzone also mentors children who have lost someone in the line of duty; serves on the Civilian Police Review Board to ensure that internal investigations are up to standards; and instructs courses in fair and impartial policing, firearms, defensive tactics, vehicle operations, and officer safety. Devoted to officer safety, she implemented a patrol vehicle and marine operations AED program and critical incident command kits for patrol commanders.

*I feel blessed to work for and with a great group of professionals that are committed to taking bad people off the street and keeping the community safe.*



**Christopher Fisher**  
 Chief Strategic Advisor  
 Seattle Police  
 Department, Washington  
 Age: 39

**CHRISTOPHER FISHER** is passionate about translating his research and data analytics experience into action within the Seattle Police Department, and he understands that data-driven, strategic plans are key to improving safety within departments and communities. Chris's leadership in this area and strong background in data analytics has helped his department maximize its crime data analysis and management, and his belief that agencies benefit from research-based solutions has greatly enhanced his department's approach to crime. His work in this area has been instrumental in shifting the focus from problems to solutions and has influenced the captains to become acquainted with data and come to meetings prepared to have meaningful discussions that take real-time crime data into account.

A proactive, innovative leader, Chris recognizes the benefit of cross-sector solutions. To this end, he has been a leader in the development of his department's Navigation Team, which connects outreach workers with the Seattle Police Department to provide resources for homeless individuals in Seattle. In order to guide this complex project to completion, he had to coordinate with City Hall and a number of other agencies. In addition, he assisted with the implementation of several open data initiatives in his department, which culminated in the release of data sets to the public. Under his leadership, the department has launched interactive dashboards on his department's website that allow the public to explore the data.

Chris's motivation to work with law enforcement is tied to his belief in justice. His continuing efforts are driven by the sacrifices and dedications of first responders, as well as his own commitment to help law enforcement provide the best services possible.

*My experiences working side-by-side with law enforcement have allowed me to learn how to translate between research and action. Helping teams design and implement data-driven strategic plans to enhance public safety is my most effective way to give back.*

# 40 UNDER 40



**Erin K. Freidline**  
*Lieutenant*  
Riley County Police  
Department, Kansas  
Age: 39

In 2016, the Riley County Police Department awarded **LIEUTENANT ERIN FREIDLINE** their top performer award. She was unanimously voted the “hardest working supervisor” that her shift sergeants—who possessed 76 years of combined experience in law enforcement—have ever had the privilege to work for.

Lieutenant Freidline developed her work ethic and sense of responsibility by growing up on a farm. When she was in sixth grade, she met an energetic, confident D.A.R.E. officer, and she was inspired to channel her hard work, sense of duty, and love of coaching toward a career in law enforcement. Today, she is motivated by the people she serves; she knows that valuing and supporting her employees will lead them to, in turn, appreciate the community members they serve. When tasked with improving community-police relations in the rural parts of the jurisdiction, Lieutenant Freidline applied her full effort, attending council meetings and meeting with stakeholders to ensure all voices were heard.

Her service-oriented mentality and work ethic have yielded impressive results. Lieutenant Freidline was the initial supervisor of her department’s Repeat Offender Program (ROP). By identifying and removing chronic offenders, her team measurably reduced crime. The ROP has grown into the most effective investigative program in her agency. She is now using the ROP basis to develop an intimate partner violence reduction initiative within the community. Also, Lieutenant Freidline is working on a women’s leadership development program to aid in mentoring and supporting the next generation of supervisors.

Lieutenant Freidline also received the National Institute of Justice LEADS scholarship, through which she learned to apply evidence-based policing practices in her department. In addition, she oversaw a First Responder Explorer Post, which united local fire, EMS, police, and emergency management.

*I have always had the mentality to leave a person better than I found them. The idea of possibly making someone’s day better than it started keeps me motivated to give my best.*



**Jared Garcia**  
*Lieutenant/Section  
Commander*  
State Bureau of  
Investigation,  
Utah Department of  
Public Safety  
Age: 37

**LIEUTENANT JARED GARCIA** expertly handles a wide variety of responsibilities. He currently oversees sergeants who are assigned to major crimes, highway interdiction, cyber-crime and forensic technology, task force operations, refugee outreach, and more. Additionally, he excels at managing and tracking complex grants such as his department’s asset forfeiture grants and the Rocky Mountain High Intensity Drug Trafficking Area Grants.

Despite his large workload, Lieutenant Garcia willingly handles additional assignments when the need exists. For example, he oversaw an intelligence-sharing initiative to improve information sharing among a number of agencies, including creating policy and training to improve source development. His efforts in that area recently led to the recovery of stolen firearms and information, as well as the identification of a murder suspect. Lieutenant Garcia also assisted in the development of a statewide sexual assault training initiative. When progress slowed, he stepped into a lead role and succeeded in preserving multi-agency cooperation to move policy development forward.

Lieutenant Garcia was inspired to become an officer by his family, many of whom were involved with law enforcement. He is motivated daily by the impact he has had on his department. The ability to effect tangible, positive change inspires him to work hard. He believes that his success is directly correlated to the success of his organization and his subordinates; thus, he has made it his mission to help others succeed.

*I believe I have made the most of every opportunity to provide service and leadership and, hopefully, bring positive changes to important initiatives. I believe I have consistently helped others to be successful and, in turn, continue to do my part in providing a safer environment for the people of Utah.*



## Jeremy M. Gaughan

Sergeant  
Gurnee Police  
Department, Illinois  
Age: 38

When **SERGEANT JEREMY M. GAUGHAN** was 9 years old, he wrote a letter to his local sheriff. He told the officer that he loved the friendly sheriff book and that he wanted to be a police officer, too. He received an honorary Deputy Sheriff identification card, which he still keeps in his scrapbook. Later, when he was 21 years old, he graduated from the academy. Today, Sergeant Gaughan lives his childhood dream: he is an accomplished officer and a natural leader.

Sergeant Gaughan's accomplishments began early in his career. At 23 years old, he was awarded the Medal of Honor for ending the threat to several officers who were under fire. His hard work and dedication have led him to succeed in every role he has taken on. When he was in an undercover narcotics unit, he was responsible for the then-largest seizure (\$780,000 in assets) from a drug defendant in the county. As a lead investigator in a coin shop burglary, he succeeded in arresting three career criminals and recovering over \$300,000 in stolen merchandise. When he joined the Illinois National Guard, he was quickly chosen to lead as a young corporal and still continues leading soldiers in the U.S. Army Reserves at the rank of Sergeant Major. Over his past several years, Sergeant Gaughan has started the village's first-ever Police Explorer program, taking responsibility for the application process, scheduling, and budgeting. As overseer of the program, he is careful to foster future leadership.

His motivation has changed over the years. As a homicide detective, for example, he was inspired by the desire to give the victim a voice. Now, he is motivated by the desire to help others succeed and surpass him.

“*I want an officer or soldier who is subordinate to me to do so well that they pass me up and I work for them or at the very least become a great supervisor themselves. I think that is the true sign of a successful leader.*”



## Andrew Gilreath

Chief/Director of Public  
Safety  
City of Folly Beach,  
South Carolina  
Age: 37

When **CHIEF ANDREW GILREATH** joined the Folly Beach Department of Public Safety, he encountered a broken department, fraught with upheaval and uncertainty. The discord of small-town politics during a change of administration, combined with substandard policies, low morale, and community dissatisfaction, had taken its toll on the department and its officers. Chief Gilreath revitalized the department, restoring trust and accountability, delicately navigating the political discord, re-writing and updating policies, and rebuilding a positive relationship between the community and the department.

The task was monumental—when Chief Gilreath stepped forward, he became responsible for police; fire, medical response, and rescue; dispatch; parking enforcement; and beach patrol units. Moreover, his department was responsible for the closest beach to Charleston, South Carolina, which is routinely ranked as one of the top tourist destinations in the world. Chief Gilreath's unique ability to balance law enforcement, political, and managerial duties resulted in an increase in community member and officer satisfaction with the department, a complete and near-immediate cessation of complaints, and a simultaneous fostering of tourism and stabilization of local residents.

Chief Gilreath was drawn to law enforcement because he felt called to public service. He derives meaning and inspiration from his work in the community. Early in his career, he felt fulfilled by apprehending “bad guys” and protecting his community; now, he enjoys building people up and watching them succeed. He believes that building strong individuals is the key to building a strong community.

“*As a leader, you will never be successful climbing up the backs of others. Hard work, honesty, and your strong character is the only way to build your leadership foundation.*”



# 40 UNDER 40



**Brent Johnson**  
Chief of Police  
Hopkins Police  
Department, Minnesota  
Age: 39

**CHIEF BRENT JOHNSON's** motto is "Going above and beyond is the expectation, not the exception," and his actions give truth to his words. He is always going the extra mile for the people he serves—he is especially passionate about supporting youth and fostering diversity within his community.

He has developed several programs to support young people and help them develop positive relationships with law enforcement. For example, in Operation Recess, officers play with children at local elementary schools during lunch and recess. Chief Johnson's Cops n Kids fishing program equips selected children with a life jacket, fishing pole, and tackle box that they can keep, and they spend a day on a local lake with an officer to learn fishing skills. This popular program continues to receive community funding every year. He also developed the Big Brother & Sister Program, which partners officers with a "little" from a local elementary school. The officers in the program spend an hour on duty, once a week, playing and connecting with their little.

He also strives to celebrate the diversity of the community. Hopkins Police Department serves approximately 20,000 people who, in total, speak more than 44 different languages. Chief Johnson supports the Joint Community Police Partnership, which allows his department to meet with a civilian multicultural advisory committee to share concerns and learn how to best serve this diverse community. He also seeks out diverse law enforcement candidates, providing them with partial funding for education and hiring them as officers when they successfully complete their degrees.

Chief Johnson finds motivation in the success and initiatives and the opportunities for him and his officers to have a positive impact on people's lives.

*My motivation comes directly from my core values and truly wanting to make a difference in the community we serve. Every day I work toward making improvements for the betterment of the organization and the community.*



**Jeffrey A. Johnson**  
Sergeant  
Roanoke County Police  
Department, Virginia  
Age: 38

**SERGEANT JEFFREY A. JOHNSON's** drive and capability to form strong relationships with his employees allows him to manage his responsibilities with exceptional competency. His supervision skills in his current roles—the Bike Patrol program coordinator for the Roanoke County Police Department and a team leader of the Bicycle Response Team—and his demonstrated ability to balance positivity and accountability inspired his peers to select him for the department's Leadership Award in 2013 and 2015.

Sergeant Johnson is also the primary administrator of the department's social media accounts. He has used this position to launch a variety of social media campaigns, such as the #Seatbelt selfie on Twitter for Click it or Ticket Month. He also hosted "Tweet-alongs" and initiated Coffee with a Cop in his agency to engage community members. These programs demonstrate Sergeant Johnson's commitment to building and strengthening positive community-police relations, a goal partially motivated by his own positive interactions with law enforcement as a youth.

In addition to his other accomplishments, following his assignment to the Criminal Investigations Division, Sergeant Johnson developed and implemented a new domestic violence program. He created a Domestic Violence Coordinator position, established a public education program regarding domestic violence, worked with the Commonwealth Attorney's Office to enhance prosecution of repeat offenders, developed a reporting plan to help identify high-risk victims, and implemented a creative lethality assessment tool to help high-risk victims connect to a local domestic violence service provider. Throughout every assignment, Sergeant Johnson has consistently displayed initiative and dedication in his mission to keep his community safe and involved.

*The idea that you can be out in the community working on problems and do something tangible for the community that you live in is invigorating.*



**Sarah Krebs**  
*Detective Sergeant,  
 Missing Persons  
 Coordination Unit,  
 Michigan State Police*  
 Age: 39

**DETECTIVE SERGEANT SARAH KREBS** has always attempted to speak out for the lost, missing, and forgotten. Early in her career, she spoke before the Michigan State Police Executive Council to point out the shortcomings of the state's unidentified remains investigations, arguing that such investigations suffered from the lack of oversight and that there was a deficient number of records in state databases.

She spearheaded a variety of programs to help identify human remains cases and led community outreach to benefit the families of missing persons and allow them find closure. For example, Detective Sergeant Krebs established an event called "ID the Missing" that assists the county medical examiners with documenting and testing unidentified remains cases, many of which were never documented outside of the county morgues' archives. "Missing in Michigan" is held annually to unite the families of missing persons with law enforcement, enabling officers to collect family reference DNA samples and document previously unreported cases. This event also gives these bereaved families an opportunity to be heard, breathing new life into their unsolved cases. This program is now a model for other states' missing persons-related events.

Detective Sergeant Krebs also played a significant role in developing the Michigan State Police Missing Persons Coordination Unit (MPCU), which combines the efforts of law enforcement and medical examiners. Since 2016, the MPCU has positively identified more than 70 unidentified remains cases as missing persons throughout the United States; many of these are homicide cases that now have the crucial identification lead.

Detective Sergeant Krebs has also independently identified more than 200 incidences of undocumented, unidentified remains from county archives and unmarked graves. Her continuing work and dedication are motivated by the knowledge that each solved case can help a family move forward.

*"The knowledge that I can help people who have met with endless blockades and dead ends and provide them with answers about their loved ones is truly satisfying."*



**Edward R. Lennon, Jr.**  
*Chief of Police  
 East Haven Police  
 Department, Connecticut*  
 Age: 37

**CHIEF EDWARD R. LENNON** has led East Haven Police Department in its transformation from a deficient department, operating under a DOJ agreement for effective and constitutional policing, to a leader in not only the state of Connecticut but a regionally and nationally recognized agency. The settlement agreement required the department to undergo a multitude of changes, and Chief Lennon ensured that the department went above and beyond the mandated reforms, making East Haven Police Department a model for agencies working to make similar changes.

For example, during the 42 months that Chief Lennon served as compliance coordinator, his department re-wrote its entire policy manual. They also implemented methodologies and stringent training protocols that only the most progressive police departments use. In addition, technology upgrades and improvements were made, including access to the latest training methods and body-worn cameras for officers.

Due in great part to Chief Lennon's efforts, the East Haven Police Department achieved substantial compliance, on time, for every requirement in the agreement—an impressive, unprecedented feat. In fact, the department handled their transition so well that it has received numerous requests for assistance from other departments regarding policies, community-police relations, use-of-force training, and early intervention systems, and Chief Lennon brought his experience and expertise to the President's Task Force on 21st Century Policing in July 2015. Chief Lennon continues his work to improve his agency and its service to the community.

*"My primary motivators are challenge and effecting positive change. I take great pride in my duties and truly enjoy anything I can do to improve my law enforcement agency, our employees, and how we are viewed within our community."*

# 40 UNDER 40

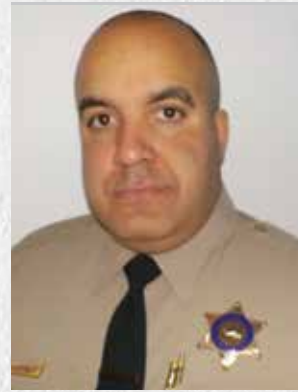


**Ganesha M. Martin**  
Chief  
Compliance  
Accountability, and  
External Affairs,  
Baltimore Police  
Department, Maryland  
Age: 39

When **CHIEF GANESHA M. MARTIN** realized that the Baltimore Police Department struggled to communicate effectively with the city's government, she took it upon herself to form a bridge between the two. She did not intend to stay with the police department for very long, but, when she saw how much the department had accomplished in the short time she had been there and saw that officers continued to bravely perform their duties without appropriate equipment, technology, training, or wellness programs, she decided to stay. Chief Martin now dedicates her skills to helping the department access the resources and upgrades it needs to improve—and to closing the chasm of distrust between officers and the communities they serve.

Chief Martin derives fulfillment from serving those who spend their lives serving others and is motivated by the changes she has been able to implement at her agency to benefit the officers and, thus, the community. In her time at Baltimore Police Department, the agency has, with her assistance, created a Compliance and Accountability and External Affairs Division, negotiated a consent decree less than five months after receiving an investigatory report by DOJ, developed and staffed a new, independent Officer Wellness Program, and procured the funds to purchase mobile data computers for police vehicles. Many of the reforms and initiatives put in place by Chief Martin preceded the completion of the DOJ's investigation, and her work has set the Baltimore Police Department on course to become an industry leader within a few short years.

*I became determined to do all that I could to make the lives of our police officers and our citizens better. I decided to use every skill I had to help people reach their fullest potential. It is what I do every day, and it is the greatest opportunity I have ever been given in my life.*



**Oscar A. Martinez**  
Sergeant  
Los Angeles County  
Sheriff's Department,  
California  
Age: 37

**SERGEANT OSCAR A. MARTINEZ** has taken advantage of every learning opportunity that has come his way, which has given him a wide breadth of knowledge on topics such as criminal justice, homeland security, terrorism, corrections, emergency management, and the military. His formal education has left him with a bachelor's degree in homeland security and master's degrees in criminal justice and organizational leadership. In addition, he is currently enrolled in law school and has been selected by the Los Angeles County Sheriff's Department to attend Force Instructor School.

While he is highly educated, Sergeant Martinez also has the hands-on experience in law enforcement to back up his knowledge. For example, despite working overtime on patrol assignment at his department's sister station, Sergeant Martinez was one of the first responders when the Sand Fire erupted in 2016. He established the initial unified command that ultimately put out the fire. During the several weeks it took to contain the historic fire, he returned to provide security for the evacuated areas.

Sergeant Martinez pairs his passion for learning with the ability to teach others what he has learned. For example, he created a patrol reference guide to help deputies in the field understand what policies need to be enforced—and why they need to be enforced, and he frequently updates deputies on recent court decisions during shift meetings. In addition to teaching others what they need to know, he also teaches them how to find resources and perform research. In teaching deputies how to teach themselves, Sergeant Martinez equips them with the tools they need to unlock their own potential for success.

*I don't see law enforcement as a career. To me, it is a vocation, a call to lead others to a life of civility and help members of the different communities we serve with honor.*



**Michael Maville**  
*Staff Sergeant/  
 Detachment Commander  
 Ontario Provincial Police  
 Age: 39*

**STAFF SERGEANT MICHAEL MAVILLE** became interested in a career in law enforcement while working with the Canada Border Services Agency. He took pride in wearing a uniform, representing an organization, developing communication skills, and serving the public. After several information sessions with the Ontario Provincial Police recruiters, he applied to the agency and quickly moved up in rank. Since then, his career has afforded him experience in drug enforcement, general law enforcement, criminal investigation, forensic identification, and communications. This variety of experience has equipped him to be a self-sufficient and effective leader.

Staff Sergeant Maville's distinctions include receiving an accolade award for teamwork in 2010, winning a city police award of academic achievement for the highest GPA while attending Law and Security at Sault College, and being one of the first drug enforcement officers in the northeast region to complete a drug investigation using the Major Case Management format and the submission of electronic briefs.

Recently, in February 2017, Staff Sergeant Maville oversaw the local Push for Change, a community mobilization event. He played a leadership role in the multi-agency effort to raise awareness of youth homelessness and take steps toward education on and prevention of the issue. They raised over \$15,000 and brought the whole community together in support. They were so successful that Push for Change used the city of Sault Ste. Marie to film their promotional videos. In addition to overseeing the event, Staff Sergeant Maville ensured that the Ontario Provincial Police social media accounts were involved in the event and its promotion. His leadership for this event demonstrated Staff Sergeant Maville's commitment to service and the community, as well as his dedication to building public confidence and trust in his agency.

*Regardless of what position or rank I have been in throughout my law enforcement career, I have always been motivated to create a positive work environment and to ensure public safety.*



**Gary P. Mounts**  
*Lieutenant,  
 Criminal Enforcement  
 Division,  
 Maryland State Police  
 Age: 38*

**LIEUTENANT GARY MOUNTS** has served with the Maryland State Police for 13 years. In his current role, he commands criminal enforcement in a region encompassing eight barracks across six counties in Maryland. Under his command, investigators have handled more than 300 cases, resulting in 237 arrests, as well as the recovery of 170 firearms, more than \$4 million in cash, and significant quantities of narcotics. He was also instrumental in the creation of Maryland State Police's new Heroin Investigation Unit, as well as writing the grant-funded program's budget.

Lieutenant Mounts' leadership skills were recognized by his agency's bureau chiefs, who tasked him with addressing a training deficiency involving interviews related to fatal motor vehicle crashes. He researched and developed a statewide training curriculum that includes the most up-to-date interview and interrogation techniques; the training was successfully implemented for troopers in the Field Operations Bureau.

A consummate leader, Lieutenant Mounts draws his motivation from his team members' successes and the mentorship opportunities afforded to him at his agency. His concern for his community is demonstrated by the use of his free time, during which he offers Internet safety courses for local schools and parent-teacher associations. He has also provided instruction on computer-related child exploitation to state prosecutors and arranged a program at the National Center for Missing and Exploited Children.

*It brings me the greatest joy to see those I work with achieve their goals and advance their careers, knowing that I was able to play a role in helping them to their successes.*

# 40 UNDER 40



## Daniel Muñecas

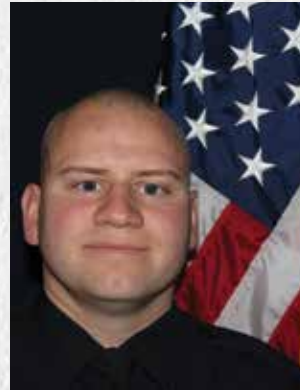
Lieutenant  
Doral Police Department,  
Florida  
Age: 39

**LIEUTENANT DANIEL MUÑECAS** has been a law enforcement officer for nine years, and he is currently the commander of the Neighborhood Resource Unit, which was nominated for the Crime Prevention Community Policing category by the Miami-Dade Law Enforcement Officer's Awards Committee in 2016. The Neighborhood Resource Unit oversees the school resource units and all duties pertaining to community policing. Lieutenant Muñecas is responsible for 16 schools and their youth programs and initiatives, numerous community homeowners' association meetings, and all training and community events in the city of Doral.

Lieutenant Muñecas strives to make a personal, positive impact on his community, especially on youth, and he has implemented a large variety of programs geared toward the safety and health of children. Some of his programs include Pedal with Police; Juvenile Safety Tip Line; Arrest Follow Up/Youth Intervention Program; Bike to School event; Crime Watch programs; Community Policing Ideology; Silver Club; Hide it, Lock it, or Lose it; See Something, Say Something; Chief for a Day; and the Project Scout. In addition, he teaches D.A.R.E. to fifth-grade students in his community and is an instructor for the Kids and the Power of Work program.

Lieutenant Muñecas is dedicated to helping the less fortunate and at-risk members of his community. In doing so, he has also improved the image of the Doral Police Department. The department's whole-hearted involvement with these programs allowed officers to establish trusting relationships and build bridges with the community.

*Having been brought up in a very positive environment, I have always wanted to give back to those who are less fortunate and to protect the lives of all community stakeholders. Helping others brings me joy, and I truly believe that my actions can have a huge impact on both my community and the world we live in.*



## Ryan Murphy

Detective Police Officer  
Phoenix Police  
Department, Arizona  
Age: 30

**DETECTIVE RYAN MURPHY's** childhood prepared him to become a passionate and effective officer; he is inspired by the recollection of the safe and happy community in which he grew up. Now, he realizes that such communities do not arise by accident—but are carefully cultivated by public servants—and he works hard to personally foster the growth of happy, safe, and healthy communities. As part of this mission, Detective Murphy strives to help the vulnerable populations in his community, such as children and older adults. For example, he has conducted investigations of frauds that target older adults and crimes against children.

Detective Murphy is currently assigned to a team called BEST that investigates organized commercial crimes. During the past three years on this assignment, he has personally arrested 98 suspects and investigated 1,950 cases, clearing 1,915 of them. Recently, he completed a case that culminated in criminal filings by the county attorney's office against 30 suspects for defrauding older adults across the county of millions of dollars. Records show the victimization of more than 5,000 people nationally. Officer Murphy helped seize \$7.4 million in cash to return to the victims.

Detective Murphy has not gone without recognition for his many accomplishments over the years. He earned 15 departmental commendations and awards for quality work, 5 commendations from private sector businesses and brand representatives for handling multijurisdictional investigations, and 1 commendation by the Federal Trade Commission for his exemplary work in the recent fraud case. However, the accomplishment he takes the most pride in is his responsible, reliable service to his fellow officers and detectives.

*By investing in and committing to our officers and citizens, we can improve the quality of our departments and communities.*



**Angelique Myers**  
Public Information Officer  
Round Rock Police  
Department, Texas  
Age: 35

**ANGELIQUE MYERS** is the sole public information officer for the Round Rock Police Department. She singlehandedly does the work of five employees and keeps the public engaged and informed. Moreover, she revolutionized Round Rock Department's perception of the media. Now, officers understand the important role that the media plays in keeping their department connected to the community. Officers are more confident being on-camera and fielding questions, and all staff recognize the power of social media. Because of Angelique's efforts, Round Rock Police Department is straightforward with the public, which has contributed to a more trusting and involved relationship with the community. She enables officers to tell their stories in their own words and helps the public to see the individuals behind the badges.

During her time at the Round Rock Police Department, Angelique introduced the first City of Round Rock Instagram account, which has gained more than 2,700 followers; redesigned the monthly internal newsletter; arranged basic media training for all supervisors in her department, thus equipping them to handle media on a scene without a PIO present; and facilitated multiple *American Crime* production shoots for ABC Network that were filmed at the Round Rock Police Department building.

The success and importance of Angelique's work illustrates the value of private citizen involvement with police departments. Because of her dedication to speaking for the officers in her department—and better yet, equipping her department to speak for itself—Round Rock Police Department is on the road to building a better relationship with its community.

*In this age of social media and technological advancements, transparency with law enforcement agencies is key as our industry is changing in how we serve our communities. My job in law enforcement is to humanize our officers and the people behind the badge to the public.*



**Brandon L. Myers**  
Deputy Sheriff  
Kitsap County Sheriff's  
Office, Washington  
Age: 31

**DEPUTY BRANDON L. MYERS** embodies the "people first, cops second" mentality of Kitsap County Sheriff's Office. He personally engages with individuals in his department and community to hear their needs and concerns, and then he comes up with ways to address them.

For example, when he noticed that the morale in his department was low, he investigated and discovered that the patrol scheduling and staffing were suffering. So, he made it his personal, year-long project to address the issue. He met with administrative personnel, guild representatives, other agencies, the department's communications partner, county payroll, and the legal department. Ultimately, he succeeded in implementing a new payroll schedule, creating new ways to dispatch, and determining new staffing numbers based on call volume. Now, overtime costs are down and morale has improved so much that the interest of lateral applicants has increased.

Deputy Myers also serves the youth in his community. He presides over the Central Stage Theater (CST), a nonprofit performing arts organization. CST recently partnered with a local school district to build a community theater and classroom space. His team has raised over half of the funds for the \$5,000,000 project in two years, in addition to providing \$5,000 annually for their summer camp scholarship and \$2,000 for college scholarships.

Finally, Deputy Myers serves as the Cadet Coordinator for the Explorer Cadet Post 1514. He is a designated field training officer who works as an evaluator and is the former committee chair of the Washington State Law Enforcement Explorer Advisors (WLEEA) Academy.

*I believe officers must be willing to enforce the law while also recognizing that we serve as mentors to those in society who need guidance or suggestions on how to course-correct.*

# 40 UNDER 40



## Matthew W. Myers

Lieutenant  
Peachtree City Police  
Department, Georgia  
Age: 37

When **LIEUTENANT MATTHEW W. MYERS** was 29 years old, he became the youngest person to achieve the rank of lieutenant in his agency. He assumed command of the agency's traffic division and implemented a variety of successful programs. Within his first five years heading this division, his programs reduced the average annual injury collisions by 21 percent, reduced DUI collisions by 17 percent, and reduced total collisions by 10 percent. His efforts resulted in three first place awards in the National Law Enforcement Challenge (NLEC), three NLEC Occupant Protection awards, NLEC Technology and Speed awards, and various state Governor's Challenge awards.

When he subsequently took command of the Criminal Investigations Division, his management practices led to a 50 percent reduction in the open case load in only three months. He also established a program that utilized volunteer personnel to reduce investigators' administrative workload and personally took on casework to maximize his unit's efficiency.

Lieutenant Myers has been appointed to the IACP Highway Safety Committee due to his expertise in that field. He has also assisted with overhauling the IACP *Highway Safety Desk Book*, served on the IACP's Technical Advisory Panel, and was elected as the third vice chair of IACP's Drug Recognition Expert Section. Lieutenant Myers also serves as the elected coordinator of the Metro Atlanta Traffic Enforcement Network; a member of the National Safety Council's Alcohol, Drugs, and Impairment Division; and is on the board of directors for a nonprofit organization called Let's Be Clear Georgia.

“*Law enforcement is an incredibly fulfilling career. Not only do I get the chance to help individual people at their moment of crisis, but working as a leader in this field allows me the opportunity to help shape the kind of society that I want my kids to grow up in.*”



## Nicole Powell

Sergeant  
Investigation and  
Support Bureau,  
New Orleans Police  
Department, Louisiana  
Age: 37

**SERGEANT NICOLE POWELL** recognizes the importance of bridging the gap between current law enforcement strategies and evidence-based research. She argues that quality research on topics relevant to law enforcement provides agencies, supervisors, and officers with strategies that reduce, prevent, detect, and control crime while ensuring the safety and wellness of officers. In the past year, Sergeant Powell has worked to fill the research gap in the New Orleans Police Department. She developed a collaborative, sustainable research partnership with academic and community partners in her area. To do so, she single-handedly reached out to executive leadership, federal partners, and a local university. In November 2016, she hosted a roundtable discussion with stakeholders and received input and support from all involved parties. Her end goal is to discover, through research and relationships with the community, “what works” and best practices in the face of ever-changing police needs and criminal activity.

In 2017, Sergeant Powell spearheaded a project designed to assess and expand in-house research as part of the National Institute of Justice's Law Enforcement Advancing Data and Science Agencies Program. This project will enable her agency to answer high-priority questions to strengthen their existing data system processes for safer, more effective policing.

Finally, Sergeant Powell participated on the panel *Priority Criminal Justice Needs Initiative* through RAND; spoke on the panel titled *Empowering Law Enforcement to Drive Their Own Research: Agency-Led Science and the Role of the “Pracademic” in Advancing the Police Profession* at The Academy of Criminal Justice Sciences Conference 2017; and is a member of an invitation-only, academic achievement-based, nationally accredited criminal justice honor society, Alpha Phi Sigma.

“*Knowing that I CAN make a difference is what motivates me.*”



**Drew Robertson**  
*Acting Sergeant/Team Leader*  
 Greater Victoria Police Emergency Response Team, Saanich Police Department, British Columbia  
 Age: 39



**Francis S. Sabella**  
*Master Sergeant/Operations NCOIC*  
 US Air Force/811th Security Forces Squadron, Maryland  
 Age: 31

**ACTING SERGEANT DREW ROBERTSON** was thrust into a leadership position early in his career. When unexpected circumstances resulted in the removal of the team leader of the Greater Victoria Emergency Response Team (GVERT, or SWAT), Acting Sergeant Robertson, a relatively junior member and not a confirmed NCO, was promoted from tactical operator to acting NCO. His strong guidance and support for his team immediately boosted the morale of his teammates and created a smooth transition out of an untenable situation.

Acting Sergeant Robertson did more than maintain the effectiveness of his team during a sudden and difficult transition in leadership. He also went above and beyond, recognizing deficiencies and implementing new business practices that revitalized GVERT's operational procedures. For example, he revamped the recruit selection processes and operational protocols with great success. Then, he fostered relationships with outside agencies and promoted shared training sessions and information exchanges. This collaboration led to his creation of new lesson plans and training scenarios. Finally, he committed to bringing his team's operational procedures above the national standard by utilizing these working relationships to improve information exchange, skill set development, and training standards. Additionally, much of this work was completed on Acting Sergeant Robertson's own time. In spite of the rigorous requirements of his position—he must be on call 24/7—he expertly balances his duties with community-based volunteer work and his family life. His personal example inspires respect for him and his agency.

Acting Sergeant Robertson's dedication and commitment is both recognized and appreciated by the regional police chiefs. Today, GVERT thrives under his leadership.

“From an early age, I was exposed to the camaraderie and sense of pride that is held by a group with a common purpose. I was seeking the challenge, service to community, and camaraderie that I have found in policing.”

**MASTER SERGEANT FRANCIS S. SABELLA** decided to pursue a law enforcement career on his 17th birthday, 16 days after the 9/11 attacks in the United States. He enlisted in the U.S. Air Force and dedicated himself to serving the community and his fellow officers.

Since then, he has been an active advocate of interagency cooperation. For example, Master Sergeant Sabella arranged training courses with the U.S. Department of State to ensure that the department's agents were familiar with motorcade routes, safe house locations, and on-base command and control procedures. He orchestrated a large-scale exercise to test interoperability while protecting the U.S. president and, as a result, enabled 150 federal agents to validate cutting-edge concepts, which were later adopted. His initiative in organizing regular interactions between agencies has resulted in more intelligence crossflow and fostered increased cooperation across the National Capitol Region. Many of the liaisons he established and the issues he addressed were outside the scope of his responsibility, yet he took initiative and tactfully addressed the owning authority.

His coordination abilities and work ethic served him well during the 2017 58th U.S. Presidential Inauguration. He was hand-selected to work as a law enforcement liaison for the Military District of Washington's Joint Task Force—National Capitol Region. In this position, he coordinated the overall security for the event, working with 26 law enforcement and intelligence community agencies, as well as the FBI's Command Tactical Operations Center, to protect more than a million attendees and millions of dollars in assets. For his service, he received the Joint Service Achievement Medal.

“Continuous improvement is my primary ambition and what I strive for on a daily basis. I am extremely motivated by making every effort to improve myself and those around me in every situation.”





**Kevin Saupp**  
*Director*  
State and Local Partner  
Engagement,  
DHS Office of  
Intelligence and Analysis,  
Washington, DC  
Age: 37

Following the 9/11 attacks, **KEVIN SAUPP** recognized the need for greater collaboration between law enforcement and homeland security partners with the intelligence community. He dedicated himself to helping this collaboration take place, becoming a recognized expert in the domestic intelligence field. For example, he was one of the leading architects that developed version 2.0 of the National Criminal Intelligence Sharing Plan (2013), which codified the role of state and local law enforcement and fusion centers in the U.S. information sharing architecture. He also worked with countless committees, councils, and working groups to implement and mature numerous initiatives, such as the National Network of Fusion Centers, a decentralized network of state and major urban area fusion centers that facilitate the sharing and analysis of locally generated threat information with partners. In addition, he enhanced relationships with law enforcement by implementing an advisory body for the DHS Office of Intelligence and Analysis (I&A). This body united professionals from homeland security, intelligence, and law enforcement communities to provide guidance and feedback to I&A on many initiatives.

Kevin also sought to improve his own knowledge to better bridge the gap between the intelligence community and law enforcement. While working full time, he pursued learning opportunities regarding domestic law enforcement and intelligence matters, and completed programs such as the Homeland Security and Defense Program; an MS in Law Enforcement Intelligence and Analysis; an MS in Strategic Intelligence; and several certificates in leadership, management, and terrorism studies.

“*The role I play enables me to ensure state and local law enforcement are accepted and fully embraced as equal partners in protecting the homeland... There could be no greater motivator or satisfaction from supporting these efforts to more effectively enable state and local law enforcement.*”



**LaRon Singletary**  
*Captain*  
Administrative Services  
Division,  
Rochester Police  
Department, New York  
Age: 37

**CAPTAIN LARON SINGLETARY** spent most of his career as an officer devoted to crime prevention. He used that time to engage with his local community, businesses, and visitors. The sense of trust he developed with his community, as well as his increased familiarity with his area of responsibility, allowed him to design effective strategies to successfully reduce crime and the fear of crime in his geographical assignment. These same skills are valuable to him now in completing his duties as a captain.

His unique ability to connect with people makes him a gifted speaker. When Captain Singletary spoke at the annual National Organization of Black Law Enforcement Executives (NOBLE) conference in 2014, he impressed his audience with his energy and speaking ability. He engaged his audience in the problem of recruiting and connecting with millennial officers, and posed solutions that he found to be effective.

His other accomplishments include graduating from the Federal Bureau of Investigation—266th session (December 2016), carrying out his duties as vice president of the National Organization of Black Law Enforcement Executives (Western New York Chapter), becoming a Leadership Rochester Graduate, participating in the African American Leadership Development Program, and receiving the Messenger Post Media’s 40 under 40 Award.

“*It is my responsibility to reach back and lend a hand in any way I can to encourage the next generation to keep powering forward and to make law enforcement better than it was yesterday.*”



## Stephanie Slater

Public Information Officer  
Boynton Beach Police  
Department, Florida  
Age: 39

**STEPHANIE SLATER** has personally given the Boynton Beach Police Department (BBPD) one of the most successful social media programs in the State of Florida. The secrets to her success are journalistic integrity, a passion for showing the person behind the badge, and a sincere desire to jointly help the officers and community she serves.

She organizes various drives in which the community and officers come together to help those in need as the local media broadcasts the event. For example, Stephanie's quarterly outreach drives encourage residents to donate diapers for mothers seeking emergency shelter from domestic violence, hygiene and school supplies for homeless and foster children, canned goods for the soup kitchen, and more than 2,000 books for daycares and preschools in Boynton Beach. She livestreams each event, encourages donators to accompany the officers on deliveries, and fosters the local media stories that cover her campaigns. In 2016, she held a Mother's Day diaper drive that collected 11,000 diapers and 30,000 wipes for victims of domestic violence. The civilians and children who interact with officers at these events build positive, lasting memories with the law enforcement officers in their communities.

Stephanie often uses social media as an additional way to build relationships. She made her department the first in Florida to use social media in 2007 with MySpace and YouTube. Now, the department has a presence and active following on all the social media sites. When citizens interact with the BBPD's social media pages—often leaving commendations for specific officers, which remain in the officer's file—they truly become part of the BBPD family.

*I am motivated by a desire to change the public perception of law enforcement officers. As the public information officer, I am able to use my passion for storytelling to humanize the heroic work of law enforcement professionals.*



## Simon Slokan

Head of Public Order  
Section, General Police  
Directorate,  
Slovenian Police  
Age: 37

**SIMON SLOKAN** does not confine his efforts to his daily duties. His personal integrity, diligence, and innovation inspire him to take on a variety of additional responsibilities. For example, he strove to strengthen systematic and personal integrity within the Slovenian Police in 2008 by participating in the Working Group and the Police Directorate of Ljubljana, in which he discussed sensitive topics such as leadership by example and preventing false solidarity. In 2011, he became an essential member of the Committee for Integrity and Ethics in the Police, which advised the Director General of Police. In 2016, he became vice chairman of the committee. In this position, he worked to create systemic changes in police work; he established a systematic measuring of organizational climate, introduced methodical and transparent selection of executives at all levels of the hierarchy, and integrated integrity and leadership in training programs.

Simon's personal projects include introducing the ethical Phone the Police program, promoting gender equality, and implementing working meetings with the heads of the Slovenian Police. He is currently managing the duties of the chairman of the Committee for Integrity and Ethics and expertly balances these duties with managing police units. He solves conflicts that occur between units and individuals in his area of responsibility, which amounts to 100 people. He serves as an excellent example for his colleagues and exemplifies the virtues of integrity; self-presentation; the ability to inspire; initiative; intellectual curiosity; creative problem-solving; forward-thinking; and, first and foremost, the ability to inspire others to work as hard as he does.

*I have always been encouraged by the satisfaction of people surrounding me. When I see that my subordinates and superiors are satisfied with my work, when I see that my work actually contributes to the development of people and the organization—this is what gives me the motivation and energy to continue work in the future.*

# 40 UNDER 40



**Shayne Smith**  
Staff Sergeant  
Royal Canadian Mounted  
Police, Manitoba  
Age: 39

**STAFF SERGEANT SHAYNE SMITH** has always focused on serving his community. For example, he has conducted domestic violence awareness presentations and facilitated several gang-awareness presentations to city businesses and the Chamber of Commerce. He also took steps to solidify the relationship between the Royal Canadian Mounted Police (RCMP) with communities, by arranging for RCMP members to interact with business owners, the general public, and customers in the downtown areas.

As Staff Sergeant Smith progressed in his career, he also expanded his focus to include those that he supervised. In 2012, shortly after arriving to a posting, Staff Sergeant Smith was placed in the role of acting detachment commander. He quickly discovered that morale was low and addressed the challenge head-on. He appointed two constables to be acting corporal supervisors to oversee day-to-day investigations, and he supported and mentored them until they became strong, independent leaders in their own right. Staff Sergeant Smith also met with each member of the RCMP and all administrative support staff to address concerns.

Furthermore, in another command posting Staff Sergeant Smith created a detachment mentorship program in which each corporal noncommissioned officer mentors and empowers a constable. He has also conducted school presentations for the purpose of recruitment; planned Youth Police Academies, and created annual team-building events at various postings, such as a shooting competition and tug-of-war challenge for charity.

Staff Sergeant Smith is presently deployed to Iraq for a one-year mission and provides training to Iraqi police officers in different areas, including community policing.

*Throughout my career, I have strived to ensure quality service delivery to the communities in which I have served and have always been a strong proponent of enhancing community-police relations with a view to 'lead by example' and not just serve a community—but be a part of it.*



**Maureen Velez**  
Sergeant  
Critical Incident Response  
Team 4,  
Tennessee Highway Patrol  
Age: 39

**SERGEANT MAUREEN VELEZ** has been a Tennessee State Trooper for nine years. In that time, she has passed up multiple promotion opportunities. She is not motivated by ambition, but by a sense of justice and a desire to speak for those who have wrongfully been taken from this life. She believes that, as a photographer and as a member of her department's specialized crash reconstruction unit, she can bring compassion and justice to the world.

In 2015, Sergeant Velez was selected to attend the Northwestern School of Police Staff and Command. Usually this opportunity is afforded only to supervisors, but Trooper Velez's application was immediately accepted, and she was the only non-supervisor in attendance. Her leadership potential was recognized during the training: she was the only person from the THP to be elected as a class officer.

Now, in addition to her regular duties, she teaches new drivers the dangers of impaired and distracted driving and works with rescue squads to help develop a more coordinated scene response. Also, as a result of her initiative in obtaining her crime scene investigator certification, she is the only certified crime scene investigator in her department. This allows her to act as an expert witness and build solid cases to secure sentences for traffic-related crimes. She is one of four troopers featured on the Drive to Zero campaign banner used across Tennessee; she serves as an interview board member to hire new troopers; and she functions as an instructor for several THP training courses, including Traffic Crash Reconstruction and Advanced Crash Investigation.

*I wanted to use my days on this earth to break the mold of the status quo. As a female, as a photographer, as someone who wants a world that is just, I felt that law enforcement would be the only way I could answer that calling.*



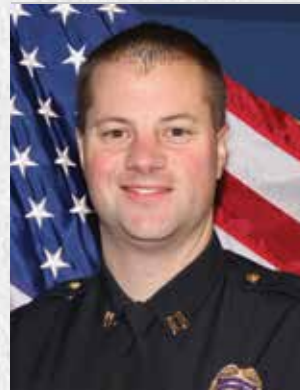
**Geert Verheyen**  
 Commissioner  
 Midlim, Belgium  
 Age: 35

**COMMISSIONER GEERT VERHEYEN** spearheaded a difficult transformation in his agency. He successfully merged his local police corps, Midlim, with another local law enforcement agency. This merge presented several challenges, all of which Commissioner Verheyen successfully worked through with patience, determination, and diplomacy. He evaluated and improved the structure and setup of the newly joined agency, and was pivotal for the success of the merge and the resulting agency.

He also worked through the successful conversion of an isolated and segregated neighborhood in his area of responsibility, which was of pivotal importance to the success of the merge. The high level of hostility and violence toward police officers in this area made it difficult to improve community-police relations. He began by embarking on a consultative journey. Commissioner Verheyen got a broad buy-in platform locally and actualized a multidisciplinary approach that united the local community and the government in a cooperative effort. He, with his team, started from the outside, and, street corner by street corner, worked their way to the core of the neighborhood. Ultimately, the integration was successful.

Commissioner Verheyen also advocates for the role of innovation and technology in 21st century policing. In a fast-paced and ever-changing society, he believes that law enforcement needs to keep up. To that end, he arranged for the use of drones to manage big events and monitor traffic streams, making his agency a front-runner in the use of technology.

*“As a leader in my local law enforcement agency, Midlim, it is my key objective to be a servant that leads daily by continually interacting and engaging my team and the community—all in an effort to energize, encourage, and motivate my people so that they can have a positive impact.”*



**Kevin J. Warych**  
 Captain/Chief of Staff  
 Green Bay Police  
 Department, Wisconsin  
 Age: 38

**CAPTAIN KEVIN J. WARYCH** is the cornerstone of the Green Bay Police Department’s community relations program. He is not content to coordinate from outside, but involves himself personally in the events and programs he organizes. This personal involvement is a contributing factor for his success in solidifying community-police relations in his diverse area.

For example, during the 2016 holiday break activities at the Boys and Girls Club, Captain Warych jumped wholeheartedly into every activity that he organized. He joined the community’s youth as they played in the Bring Your Own 5 basketball tournament, talked with the older youth, ate donated pizza, and brought his son along to cheer on the teams. The event was a fitting cap on a year of hard work building trust in the community. During 2016, without fanfare, Captain Warych partnered with Black Lives United, Hispanic Outreach, Muslim advocates, and other community activists to improve the safety and quality of life for all Green Bay area community members.

Some of Captain Warych’s other initiatives are the Badges Giving Baskets initiative, which engages residents in his community during Thanksgiving and ensures that all members of his community could enjoy the holiday season and time with their families, and the Goods for Guns program, which bought back more than 125 illegal or unwanted guns, helping to prevent future gun violence and injuries. Now, Captain Warych coordinates monthly meetings on diversity with community stakeholders to learn, address, and work through community concerns, giving protestors the ability to voice their concerns.

*“My son Brayden, who is 6 years old ... believes all police officers are the closest thing to superheroes. The way he looks at me, talks about me, and wants to be like me, is one of the single most important motivators I have in life.”*