The Louisiana

WINTER 2021-2022 Vol. 5, No. 1

JOURNAL

The Official Publication of the Louisiana Fraternal Order of Police

RESILIENT

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President
Darrell Basco

Resilient law enforcement

Resilient ... able to withstand or recover quickly from hard conditions.

Law enforcement in Louisiana has shown overwhelmingly over the past year and a half that we know the definition of resilient and have reacted to all situations in a manner that reflects the ideals of OUR profession.

COVID-19 came and officers responded by adapting their daily professional lives and that of their families to help combat a strangely unknown virus and the unknown effects that it would have physically and mentally on our profession. We have seen law enforcement officers in Louisiana succumb to this virus because of the job that it required them to do. While politicians lump other professions into being first responders, OUR profession is always at the forefront of response no matter the situation.

Legislatively and politically we saw attacks on OUR profession. While we all know there are people that shouldn't have the badge that is so easily tarnished, you can't discredit a profession to gain political favor. More people die per year because of medical malpractice, but there wasn't "doctor reform" in the last session.

Until they hold chief executive officers accountable for hiring, keeping, not providing adequate training and not providing mental health treatment to those that have experienced the traumas associated with a career in law enforcement, this vicious cycle will never cease.

The nation is seeing that the failed social experiment of defunding the police and bail reform is a travesty in our society and does nothing but allow experienced criminals to return to the streets and wreak havoc on a public that they charged us to protect.

As Hurricane Ida made landfall, law enforcement officers responded, before and after. While many suffered severe damage and loss, they continued to serve their communities daily. The National FOP DART Team responded, cooking meals and helping with remediation while officers continued to work.

The Fraternal Order of Police has stood at the forefront of these challenges to advocate for law enforcement officers showing OUR resilience against odds that feel overwhelming. Become active in your local lodge, active in the state legislative program, stay up to date on COVID resources for law enforcement and mental health avenues for your members.

We are the safeguard of freedom, Jus Fidus Libertatum.

National Trustee/First Vice President

Kelly Gibson

FOP steps up in face of Ida and upcoming legislative session

Greetings brothers and sisters, I pray that all are well and safe!

Thank you for allowing me to serve our lodge as your national trustee. I appreciate the support and encouragement I received before and after the election at the national conference in Indianapolis. I will serve our lodge to the best of my ability.

Thank you sometimes doesn't seem enough when trying to show appreciation to those who step up and serve others. Following hurricane Ida in southeast Louisiana, which affected many FOP members, the relief response from the national, state and local lodges was impressive. The national disaster relief teams were mobile within 24 hours. The state lodge was on standby before the storm made landfall, and many local lodges sent supplies and volunteers to help the affected areas. A large part of the effort went to delivering supplies, assisting members with securing their homes from further damage and providing security and traffic control to the devastated areas. Thank you to all who assisted and continued prayers for all who were affected by the storm. I am very proud to be a part of an organization of cops taking care of cops. The caveat to this is that even those members who suffered from the storm still had a job to do by protecting our citizens and they did it well.

The national lodge continues to address issues of concern regarding our members. National board members have recently met with members of the current administration to address mandatory COVID-19 vaccinations, consent decrees and police reform as well as many others. FOP is also working for support to do away with the Windfall Elimination Process and Government Pension Offset, which affect government employee's Social Security benefits. The national lodge works every day to on these and many other issues affecting our members and improving our profession.

On the state level, don't forget that the next legislative session begins in a few months, and we will be facing some of the same issues we faced last session in regards to police reform and qualified immunity. I must congratulate President Basco and the legislative committee for the excellent job done in addressing these issues. Please take the time to get involved in supporting the FOP's legislative agenda by contacting your elected representatives to make your voice heard. It's as easy as a phone call or email.

Thank you for allowing me to serve our lodge. I am available anytime for any needs or concerns you may have. May God bless the FOP and may God bless America!

Kelly Gibson
National Trustee
Louisiana State Lodge

Second Vice President *James "Tiger" Folks*

Resilience over Crisis

I hope this finds everyone well. As if COVID-19 wasn't enough, many are still healing from Hurricane Ida and the destruction it left.

We will rebuild from Hurricane Ida, as that is our nature here in Louisiana. We are resilient. Besides we all know the food sucks everywhere else, so we aren't moving! I'm not sure what else can be said about COVID-19; in some way we've all been affected by it. There will always be a tremendous divide on COVID-19. As always, stay vigilant and do what is best for you and your family. Just like hurricanes, COVID-19 will always be a part of our lives. Both have changed the way we live.

That takes me to the national crisis that all of us are feeling, the attacks on law enforcement.

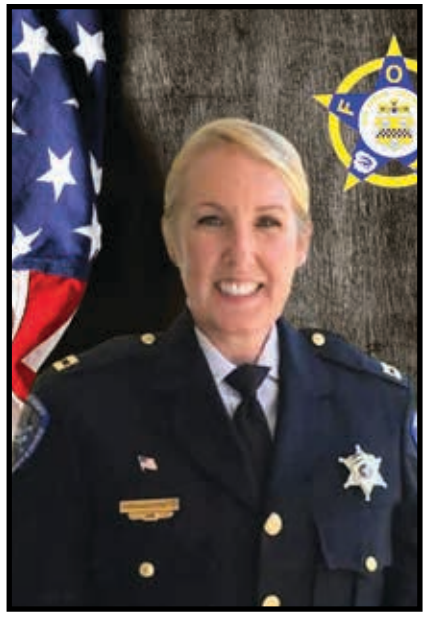
Over the last two years, the attacks on law enforcement have increased significantly. Every day reports come in of officers under attack, doing what we do best – our jobs. Society has lost all respect for itself and it seems as though the thin blue line bears the brunt of that anger. There are departmental agency heads and prosecuting attorneys who bow down to the very people who create the issues, and are quick to throw officers under the bus, just to support the narrative that is being fed to the sheep to make themselves look good. The days of waiting for facts have gone, the days of supporting the popular narrative have gone too far. There are state and city leaders who have stopped fighting for law enforcement, simply because it's the popular thing to do. Some states have already lost qualified immunity, and several others are attempting to push legislation for that same thing.

That brings me to our resilience. We haven't wavered from a national pandemic, nor have we wavered from destruction, but more importantly, we have NOT wavered from the hard work being done by the Fraternal Order of Police, on both national and state levels. Working to push the truth, to be the voice for the rank-and-file officer. The legislative committee members, with the direction of Louisiana FOP President Darrell Basco, have been at the forefront of the fight. I have seen firsthand representatives who push legislation in an attempt to "improve" the police, always seem to stop and take notice when the Louisiana Fraternal Order of Police enter the room. We present a united front, a force to be reckoned with. The work that Darrell and the committee have done to represent not only the Fraternal Order of Police members, but all of Louisiana's law enforcement officers, have made the Louisiana Fraternal Order of Police the voice for all Louisiana law enforcement, and we have been heard. However, the fight is far from over.

Over the course of the next few years, each legislative session will bring new bills in an attempt to make law enforcement less effective. We all are aware that those same bills never seem to address the real issues within the state. Know that your Louisiana Fraternal Order of Police Executive Board is always working to serve the members and fight for the cause, not the fight.

Fraternally,
James "Tiger" Folks
2nd Vice President

Secretary
Dawn Powell



Happy Holidays to our FOP members!

I hope everyone is getting back on track from Hurricane Ida. Here we are already at 2022. We have worked tirelessly for our members. We need a few years of normalcy so we can all regain our composure across our great state of Louisiana. Our intentions are to have an in-person conference this coming year. This is exciting and well missed. Our National Conference in Indiana was well attended and lots of business was handled on behalf of our brothers and sisters across this great nation.

We have a lot to still accomplish for our members. I hope we can focus our efforts this legislative session and not have to continuously defend our profession and livelihood.

Lodge board positions are very important to the success of your lodge and your members feeling included. It is important to pass on the knowledge and process of the positions especially secretary. Secretaries are supposed to be the communication point within your lodge. Updating your member's information and encouraging them to access the websites is important to the members knowing what is going on with our organization. When a grassroots campaign is put out (usually during a legislative session) we need all the members assistance in combating or supporting key pieces of legislation. Time is of the essence in most of the these cases!

I would like to thank everyone for their confidence in me as your state secretary!

I would like to personally wish you and your families a very Merry Christmas and a Happy New Year.

Stay safe and always watch your six!
Dawn Powell
Louisiana State Secretary

Conductor
Craig Russell

New legislative session begins soon

Greetings brothers and sisters,

I am Lt. Craig Russell with the Baton Rouge Police Department, and the guard for the Louisiana State FOP.

As you all are aware, the legislative session begins in April. One of the many roles of the state FOP is to monitor bills that directly and indirectly affect the rights of law enforcement. We represent the men and women who protect and serve the citizens of this beautiful state. We closely monitor legislation and we lobby to ensure we are safeguarding your rights. We often send communications to you through "Voter Voice" in an effort to ensure that every FOP member and legislator knows we are speaking with one voice. With that being said, now is a good time to reach out to both your representative and senator in order to let them know you are a proud member of the Louisiana FOP, as well as a resident in their district. We want everyone to know that the FOP stands as one for all law enforcement across Louisiana and we are diligently watching not only legislation, but every vote. As an example, there is a political narrative running through this country to de-fund police departments. That narrative can only be fought by speaking with a unified voice. We must stand together and speak of the great work accomplished by cops every day.

What are we asking of you? Let your voice to be heard. Please take the time at each roll call to remind your coworkers about the great efforts of the Louisiana FOP and the National FOP. These organizations work hard and fight to protect all of us. Encourage everyone to join their state FOP and become active members of the local lodge.

I also want to take a moment to encourage all of you to consider signing up for the FOP Legal Plan. This plan is for cops, and it is run by cops. Considering the times we are in, no cop should go to work without legal protection. Active and retired law enforcement can enroll in the national legal plan. For retired brothers and sisters, if you carry concealed, you would have legal protections with this plan.

If your lodge needs more information, contact the Louisiana State FOP. Informational events can be set up for in person or on-line via Zoom.

In Service,
Lt. Craig Russell

Conductor
Ronald Labarriere

FOP DISASTER AREA RESPONSE TEAM (D.A.R.T.) RESPONSE TO HURRICANE IDA

First, my prayers go out to all our members and their families that were affected by Hurricane Ida this year. The path that it took affected a large portion of Louisiana, especially our members in the southeast. Just like in the days after Hurricane Katrina 16 years ago, brothers and sisters from across the United States responded to help our members here in Louisiana. As a member of the National FOP Disaster Area Response Team (D.A.R.T.), once I was able to make sure my property was back in order, I traveled to Lafourche Parish to assist the other members of our team and volunteer members from across the country (New York, New Jersey, Missouri, Alabama, Ohio, Arkansas, DC Lodge 1, Oklahoma, Kansas, Tennessee, Indiana, Utah, Connecticut, North Carolina, Louisiana to name a few). There were many others. Within the 48 hours after the hurricane these members took time off work and time away from their families to do what ALL of us do throughout our law enforcement careers. HELP OTHERS.

For those of you that are not familiar with what our members and volunteers do when FOP Disaster Area Response Team (D.A.R.T.) is deployed, here are just a few examples. Once deployed and on site our members go out in the field to perform remediation on the damaged homes of our law enforcement members. Those members are unable to take care of the damage due to working hours upon hours on the streets of their communities. Meanwhile another part of the team prepares breakfast, lunch and dinner for all law enforcement officers, our volunteers and members of the community that may need a meal. FOP Disaster Area Response Team (D.A.R.T.) currently has two fully equipped kitchen trailers, a 26' trailer and our newly built 53' NASCAR trailer. We also have one 11' and two 14' remediation trailers, which are fully equipped with needed equipment and supplies donated by Lowes. One of these trailers is assigned to Louisiana and will be staged here for future deployments.

In 2005 during hurricane Katrina, I was an active member of my department and experienced working long hours and looking forward to a hot meal, and NOT an MRE. Some of our first responders are even looking for someone just to talk to. During this deployment, I met a lot of law enforcement brothers and sisters who were thankful for what our FOP Disaster Area Response Team (D.A.R.T.) were doing for them. I think one of the most heartfelt experiences I had during this deployment was meeting a senior member of the Lafourche Parish S.O. that thanked us, then broke down and needed us to reassure him that everything will be alright. He was advised that he has many brothers and sisters that are here for him and all of his members.

I would like to thank all our mem-

bers throughout the state that donated food and supplies to the FOP Disaster Area Response Team (D.A.R.T.) during this deployment. I would especially like to thank Gonzales Jambalaya Lodge that made two trips down to Lafourche Parish with several trailer loads of supplies.

Now that I have told you a little about the Hurricane Ida deployment, I ask all members to consider reaching out to State President Basco and request to be placed on the Louisiana response call out list, which will also put you on the list for national callouts. You helping other brother and sister FOP members goes a long way. #FOPSTRONG

Chaplain
Pete Menkiewicz

CHAPLAIN'S CORNER

It seems that the 'COVID-19 virus', that the Chinese sent over to us, is losing some of its intensity, and the various governments (fed., state and local) are relaxing some of the restrictions imposed on the citizens of this great nation. Perhaps now we will be able to return to the tasks of 'living our lives' without those external controls. We might even be able to get back to some of our customs and traditions ... like honoring our sisters and brothers who have 'made their last roll call', especially the line-of-duty deaths.

Police departments and sheriff's offices will be able to, once again, conduct memorials and funeral ceremonies honoring their deceased brothers and sisters. Of course, there will be some changes. With masks and social distancing, etc., these events will be different from those we remember, but we can adapt. One element that won't change is "Taps". Those 24 soul-stirring notes that signal a final farewell to heroes and heroines.

There are several accounts about the origin of Taps. One dates back to 1862 during the civil war. The story describes how a union captain, Capt. Robert Ellicombe, on a dark night retrieved a wounded soldier from a battlefield near Harrison's Landing, Va. He had the stricken lad brought to his camp for medical attention, but the soldier died enroute. When Capt. Ellicombe saw the young man in the lantern lights at the camp, he saw that the dead youth was his own son, Robert Jr. The young man had left home and gone south before the war to study music. Young Ellicombe's pockets contained some papers with musical notes scribbled on them. As he buried his son the next day, Capt. Ellicombe had the company bugler play those 24 notes ... and thus, we have the humble and tragic beginning of the bugle call, TAPS. Since then, those 24 haunting notes have been played at funerals, wreath layings and memorial ceremonies throughout the land. We in law enforcement use it in our ceremonies. It is a fitting tribute to our brothers and sisters who served with honor and valor. There is something beautiful and sad about that soulful salute as it drifts across a silent group of police officers and women and loved ones who have gathered to say farewell to a fallen comrade.

There are no official words to Taps, but many have been written. The author James Jones even included a rendition in his novel, "From here to Eternity." Perhaps the words most suitable for a fallen police officer are these: "Fare ... the well ... Brave ... hero ... Thanks to you we are safe ... All is well ... Rest in peace ... God is nigh ... Go ... with ... Him ..."

National President *Patrick Yoes*

Cops helping cops - It's who we are

Things are always subject to change at a moment's notice. The forces of nature remind us just how little control we have in the bigger scheme of things. Perhaps no one knows this better than America's law enforcement officers. It is our job to provide safety and security as well hold our communities together in their times of need. When that need is at the hands of catastrophic devastation from natural disasters, we are often victims as well.

In the past few years alone, lives have forever changed as Hurricanes Harvey and Irma left historic devastation in Texas, Florida and along the Eastern Seaboard.

Just like so many in the communities they serve and protect, law enforcement officers also have been left homeless. The magnitude of the destruction from each of these events makes it impossible for local agencies to manage the recovery alone. In this time of uncertainty and at a time when they need it most, the Fraternal Order of Police Foundation and its members continue to show their compassion and support for their fellow officers.

As our members are left picking up the pieces of shattered lives in our communities, many of us have lost everything. Our members have been through tremendous stress and tragedy themselves yet are still out there working 12 to 14-hour shifts, sometimes in one pair of soaking wet boots, to help others in their community. These dedicated men and women of law enforcement need your help.

A great many FOP members from all over the country and beyond have reached out asking how they can help. The sad reality is that much like with Hurricanes Katrina, Gustave, Sandy and others — recovery could take months and likely years. The best way to help is to make a monetary donation.

How to give

There are three ways to give:

Visit: https://fopfoundation.firstresponderprocessing.com

Online: visit http://fop.giveback.org and register for the 5-5-5 program. Details listed on this website.

By US mail: NFOP Foundation 701 Marriott Dr., Nashville TN 37214.

The FOP Foundation has come to the aid of officers following tornadoes, wildfires, hurricanes and floods. During all of these disasters, the FOP strives to help members get back on their feet and their lives back in order. Cops helping cops — it's who we are.

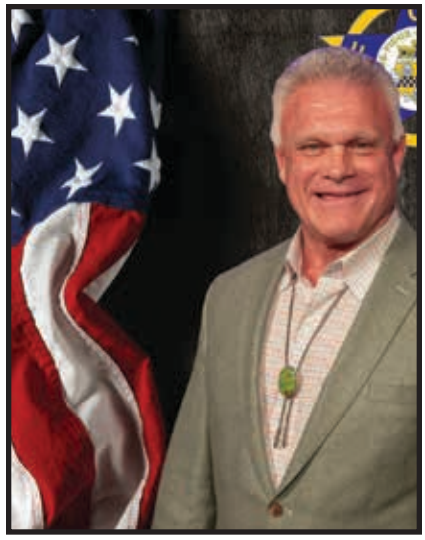
None of this support would be possible were it not for the caring and generosity of our brothers and sisters nationwide. Now, more than ever, it is so important to give to the FOP Foundation's Disaster Relief Fund. FOP members have constantly risen to the occasion and provided much needed funds to help our brothers and sisters affected by tragedy. Your donations to the National FOP Foundation will go a long way in helping those officers affected to rebuild their lives.

Please keep our FOP members and their residents affected by these tragic events in your thoughts and prayers. When you see the devastation of these natural disasters on television, know this — but by the grace of God, it is not your family's misery or images of your shattered home. If it were, find comfort that your brothers and sisters in blue will be there for you as well.

Your help is needed now!

Connected
LOUISIANA
F.O.P.
@louisianafop

Governmental Liaison
Joe Mapes



Bizarro World

2021 feels like we're living in a DC comic book version of "Bizarro World", where everything is its opposite, and as you know, this scenario doesn't just apply to law enforcement anymore. There are, however, certain insanities that do still specifically apply to the profession of serving and protecting. One such issue reared its ugly head at the Louisiana legislative session that ended this past June. That issue was divisiveness.

This year's session was no different than any other when it came to in-fighting amongst various groups and professions. Two such examples include the long-standing battle down in Baton Rouge regarding scope of practice in the allied healthcare profession where the doctors and nurses duke it out year after year over who can do what. Then there's the Louisiana horse industry that's always split right down the middle so that the thoroughbred breeders and the quarter horseman are always in a dead heat for money.

There are plenty of more examples, but the law enforcement profession has never been one of them. That changed this past legislative session when law-enforcement broke ranks at the Capitol regarding the removal of "qualified immunity" protections for police officers from Louisiana law. The sad thing is that things didn't have to be that way. There have definitely been differences and disagreements through the years between the various law-enforcement associations in our great state, politically speaking. These groups have even opposed each other's legislation from time-to-time, but on the critical issues that affect law enforcement at its core the groups have always stuck together, until now.

It didn't have to be this way, because Louisiana's law enforcement associations could have met prior to the legislative session in an effort to reach a consensus on issues. Instead, this past session the Louisiana Fraternal Order of Police that represents over 6,000 of Louisiana's rank and file police officers was left flapping in the breeze. Most legislators thought that the law enforcement lobby was standing together on the issue of qualified immunity. Many of them were unpleasantly surprised to learn otherwise, after they had already cast their vote. What made things even worse was that the Louisiana FOP was made to look unreasonable, as if the FOP couldn't get along with other law enforcement groups. It's easy to play any game, as long as we know the rules.

Unfortunately, the LA FOP didn't even know what game, let alone what rules, that was being played until the session began rolling. By then the damage to law enforcement's reputation of broken solidarity at the Capitol had already been done. Next time, before one or two people make decisions at the Capitol for all of Louisiana law enforcement, maybe the related law enforcement groups can sit around a big round table and talk about the issues affecting law enforcement. Such talks will at least keep the legislators from being confused, and the talks will keep the Louisiana Fraternal Order of Police at the table so, hopefully, the FOP doesn't end up on the menu again.

Leading your lodge through COVID

By Donovan Livaccari

There is a lot of talk about the COVID-19 vaccines. Do they work? Should I get it? What is the right way to encourage others to get the vaccine? What works? What about the mandates?

The National FOP takes the position that it opposes mandates, but encourages its members to get vaccinated. The Federal Government has implemented a vaccine mandate, as did Governor Edwards in Louisiana. Ultimately, each lodge has to do what benefits its members the most.

Whether lodges fight back against mandates or not, or to what degree, has to be based on all of the circumstances. For example, a mandate just for police officers is different from a mandate for all public safety employees or all employees of the parent government. The lodge may represent 90% of police officers, but they would represent a smaller percentage of public safety employees and an even smaller percentage of all employees.

Lodge leaders are also familiar with their government officials and what to expect of them. For example, Governor Edwards has largely been in line with federal mandates. Sure enough, Edwards' vaccine mandate and President Biden's mandate look pretty similar. In New Orleans Mayor Cantrell has always taken the COVID-19 restrictions one step further than the governor. Sure enough, that is what we got.

Lodge leaders also need to consider what other factors are in play. For example, the Americans with Disabilities Act (ADA) requires an employer to make a reasonable accommodation for employees with a disability that would not allow the employee to be vaccinated or employees with a sincerely held religious belief that would not allow the vaccine. Now the ADA factors have their limitations. Reasonable accommodations have to be "reasonable" to the employer, not the employee. Sincerely held religious beliefs have to be real parts of a recognized religion. I think Jehovah's Witnesses are the only religion that disavows all medical treatment. Also, some mandates have the reasonable accommodation built in. For example, the reasonable accommodation for President Biden's mandate is the employee's ability to be tested once a week.

In Louisiana, La. R.S. 23:897 says that employers cannot pass on the expense of medical testing to employees. You may have seen an October news article that Governor Edwards had rescinded his vaccine mandate as a result of that law. That could be a good reason to make a vaccine mandate less onerous on FOP members. However, if the employer is going to offer free testing, then it might not be all that helpful.

The point of all this is that lodge leaders have an obligation to look out for the lodge's members. Looking out for FOP members can look very different in different situations. It is up to the lodge leaders to have a reasonable outlook regarding what will benefit their members best. It may be that your mayor, who is implementing a vaccine mandate, might be truly offended by efforts to undo the vaccine mandate. However, efforts to help accomplish the mayor's goals would be looked upon very differently. Maybe once a week testing would be much better for lodge members instead of twice a week testing. That goal can be achieved while still helping to get the policy in question implemented success-

fully. If your lodge represents at-will employees of a sheriff's office, the sheriff may have a better chance of implementing the sheriff's desires by sheer force of will. One way or another, there is a role for FOP lodge leaders to play. The trick is to get the best bang for your membership's buck.

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SUPPORT THE
NATIONAL FOP
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LOUISIANA FRATERNAL ORDER OF POLICE
END OF WATCH
MASTER TROOPER
ADAM GAUBERT
LOUISIANA STATE POLICE
EOW: 10-09-2021
MOD: GUNFIRE
LOUISIANA STATE POLICE
TROOPER ADAM GAUBERT
Rest Easy We have the Watch

What Does Verbal De-escalation Training Actually Mean?

Chief Harry P. Dolan (Ret.)

October 2020

There has been much argument and political rhetoric used recently involving demands for police reform. One of the reforms mentioned frequently is the demand for "de-escalation training" for police officers, or the need for the police to "de-escalate" more.

What, however, does this really mean? **To some it appears that "de-escalation" means the withdrawal of any use of force options. To individuals of this mindset, all police use of force is avoidable if the officers would only use "de-escalation techniques.". As someone who has served 32 years in law enforcement and has been teaching verbal de-escalation techniques for more than a decade, I would have to say that such a viewpoint is grossly naïve and unrealistically optimistic. Legitimate use of force and verbal de-escalation are *not* mutually exclusive**—they are distinct options available to officers confronting unlawful non-compliance.

So, what does de-escalation really mean? It is time that we in the law enforcement profession, and all of the public safety professions, had a clear, practical, agreed-upon definition for verbal de-escalation. We here at the Dolan Consulting Group (DCG) have given much thought to such a definition. We have discussed potential definitions internally with the members of our leadership team made up of former law enforcement officers, an attorney, and a research scientist. We have gathered feedback from officers and leaders in the field, and the many instructors we have certified to teach our *Surviving Verbal Conflict*® course. After much conversation and many revisions, we have developed a definition of verbal de-escalation for DCG as an organization, and to utilize within our courses.

Dolan
Consulting Group

"We define verbal de-escalation as both verbal and non-verbal communication techniques most likely to defuse hostility, avoid physical aggression, and obtain the voluntary compliance of another, whenever safety is not unduly compromised. Verbal de-escalation techniques also assist the communicator in maintaining professional composure in the face of verbal hostility and abuse."

Allow me to explain the essential components of this very intentional definition, as the specific words have important meanings.

Verbal and Non-Verbal Communication Techniques

Here, we specifically refer to de-escalation techniques that are based on spoken words (verbal communication) and physical presence (non-verbal communication). **We have found that in many of the circumstances that public safety professionals often encounter, the right words, spoken in the right manner—often referred to as *officer demeanor*—can either calm a situation or at least gain begrudging compliance**. We also find that one's physical presence – physical fitness, uniform standard, posture, and facial expressions – help establish one's legitimacy and increase the likelihood of compliance with one's requests. We also acknowledge, however, that communication skills are not the only forms of de-escalation. **When necessary, physical action – such as the use of force, physical containment, or withdrawal – is also part of the de-escalation process**.

Most Likely to Defuse Hostility, Avoid Physical Aggression, and Obtain the Voluntary Compliance of Another

We acknowledge that there are some instances in which well-deployed communication skills are not sufficient to gain compliance with some individuals. Such situations make up a small proportion of all public contacts that public safety professionals experience, but they do happen as a part of this line of work. In such cases, physical action – such as the use of force, physical containment, or withdrawal – is necessary. As these other forms of de-escalation are usually heavily regulated by agency policies and state training regulations, DCG leaves this training in the capable hands of the individual agency and state training standards trainers. Nevertheless, **integrating verbal and nonverbal de-escalation techniques in conjunction with these physical actions increases the legitimacy of the public safety professional's action in the eyes of the courts and the general public**.

Dolan Consulting Group

Whenever Safety is Not Unduly Compromised

We also fully recognize that public safety professionals sometimes encounter situations in which time is of the essence and physical action must be taken immediately. The clearest example to offer is when an individual draws a firearm and points it at the public safety professional. In such a situation, the public safety professional should immediately prioritize seeking cover and, if the public safety professional is a law enforcement officer, drawing one's own firearm in self-defense. Numerous additional life threatening and/or serious injury situations present officers with the need to make split second decisions to safeguard the public and themselves. Physical safety is always the first priority, but if this safety is not unduly compromised at the moment, then verbal de-escalation techniques can be utilized on their own or in conjunction with physical actions.

Assist the Communicator in Maintaining Professional Composure in the Face of Verbal Hostility and Abuse

We recognize two primary goals in pursuing verbal de-escalation. First, protect citizens by avoiding the use of force in the circumstances where proper communication skills would have permitted a non-physical resolution to the situation. Second, protect public safety professionals, whenever possible, from actions that will result in unnecessarily creating a greater risk to physical safety, a sustained citizen complaint of misconduct, a damaging lawsuit against the department, or worse.

Our training seeks to provide personnel with the skills they are missing (where their "training tape has run out") to avoid being goaded or enticed into losing their professional composure (avoid being "rope-a-doped"). **We see verbal de-escalation training as a way of also de-escalating the impact of some citizens' behavior on the spirit and soul of the public safety professional. By being able to identify sneak attacks on one's psychological well-being, and having the skills to deflect these attacks, public safety professionals are more likely to manage stress and survive hostile encounters with their careers and reputations intact.**

In conclusion, it is important that we develop a common definition and understanding of verbal de-escalation within the field of public safety, and law enforcement in particular. As the term "de-escalation" has become such a buzz word for politicians, news reporters, and political activists, it is high time the professions that actually use the techniques, and face the real world dangers in which they are used, define what this term actually means. We offer our DCG definition as a starting point.

Dolan Consulting Group

About the Author

Harry P. Dolan is a 32-year police veteran who served as a Chief of Police since 1987. As one of the nation's most experienced police chiefs, he brings 25 years of public safety executive experience to Dolan Consulting Group. He retired in October 2012 as Chief of Police of the Raleigh (N.C.) Police Department, an agency comprised of nearly 900 employees in America's 42nd largest city.

Chief Dolan began his law enforcement career in 1980 as a deputy sheriff in Asheville, North Carolina and served there until early 1982, when he joined the Raleigh Police Department, where he served as a patrol officer. In 1987, he was appointed Chief of Police for the N.C. Department of Human Resources Police Department, located in Black Mountain. He served as Chief of Police in Lumberton, N.C. from 1992 until 1998, when he became Chief of Police of the Grand Rapids, Michigan Police Department. He served in that capacity for nearly ten years before becoming Chief of the Raleigh Police Department in September 2007. As Chief, he raised the bar at every organization and left each in a better position to both achieve and sustain success.

Harry Dolan has lectured throughout the United States and has trained thousands of public safety professionals in the fields of Leadership & Management, Communications Skills, and Community Policing. Past participants have consistently described Chief Dolan's presentations as career changing, characterized by his sense of humor and unique ability to maintain participants' interest throughout his training sessions. Chief Dolan's demonstrated ability to connect with his clientele and deliver insightful instruction all with uncompromising principles will be of tremendous value in the private sector.

Chief Dolan's unbridled passion to achieve service-excellence is a driving force behind Dolan Consulting Group. He is a graduate of Western Carolina University and holds a Master's Degree in Organizational Leadership and Management from the University of North Carolina at Pembroke.

His training courses include:
Verbal De-escalation Training: Surviving Verbal Conflict®
Verbal De-escalation Train The Trainer Program: Surviving Verbal Conflict®
Community Policing Training
Taking the Lead: Courageous Leadership for Today's Public Safety
Street Sergeant®: Evidence-Based First-Line Supervision Training.

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