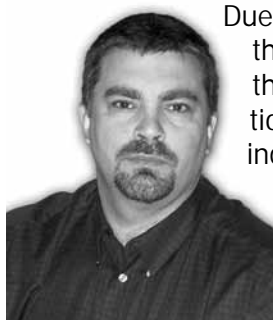


Payroll process changes take effect March 19



Due to a complication between the PPA and the company we hire to process and log the Keep Portland Safe PAC contributions, the thank you letters documenting individual donations were not mailed out.

I want to take this opportunity to thank everyone who contributed to the PAC. We will use the PPA's member section of the Website to keep you up to date on how that money will be utilized.

This is the second minor mishap regarding the PAC in recent months—the first letter mailed out didn't contain the payroll deduction form. I want to assure you more attention to detail will be paid in the future.

One of the bigger issues ahead for PPA membership is the City's new SAP. In essence, the City has centralized and computerized all of its financial components. The first part of it went online in the fall with very little fanfare for the PPA membership because it dealt mainly with how goods and services were purchased. While there are many phases of this project, the part that may be most noticeable to the PPA is supposed to go online on March 19, 2009, when they "go live" with the Human Capital Management (HCM) part of the program. This is the part that will take over the payroll process and how the city employees are paid.

For the Police Bureau's part, data entry will be relatively unchanged as it relates to the PPA membership. While they are currently developing a new, universal Uniform Daily Assignment Roster (UDAR), the process as we know it will be the same. Sergeants will complete the UDARs and submit them to Fiscal Services. Fiscal will then process the UDAR through the new SAP system. Where this system differs from current practice is the SAP will then interpret all the information to calculate pay, overtime, vacation, etc. While in theory this system is ideal in that there will no longer be any ambiguity into how to interpret the contract, the potential problem is, how well the SAP was programmed in calculating the information.

The system has run two "parallel tests" where they processed our payroll checks the old way and simultaneously run the same information through the new system. Any significant discrepancy has been analyzed and the program has been tweaked to address the differences. One of the key words here is "significant." The Police Bureau has expressed to the

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the Rap Sheet



Volume 40

Number 3

March, 2009

The Portland Police Association • Maintaining the vigil since 1942

Black swans

by Sergeant Greg Stewart
DVRU

While reading Nassim Taleb's Black Swan, I was struck by how a book written primarily about randomness in finance could be so applicable to the police world. In his book, Taleb defines a "black swan" as an event that has appeared by complete surprise, has a major impact and after it has appeared, is "explained" by human hindsight.

Taleb uses this metaphor because, prior to the discovery of Australia, all swans were assumed to be white. This assumption proved wrong, not disastrously so in the case of swans, but I believe in the world of policing our assumptions about the nature of police use of force tragedies are creating the very tragedies we try to avoid.

In the world of finance "black swans" are random events that occur rarely but have enormous impacts. The current financial crisis is an example. The events of 9/11 would be another example. These events by definition are not predictable. Were these events conceivable before they occurred they would simply not happen because precautions would have been taken to avoid them. However, despite their inherent unpredictability, human nature conspires after the fact to manufacture stories, or "narratives" to make these events appear more predictable than they actually were. Thus imparting a false sense of confidence in our ability to alter these events in the future and setting ourselves up for the next "black swan," which will be very different, but no less impactful than its predecessor.

The fallacy of the narrative

For some tragic reason, humans have a hard time ac-

cepting the random and sometimes unknowable nature of the real world. This is especially true of politicians, lawyers and reporters. Rather than accepting that certain events are, by their nature unpredictable, we create stories to explain them. From ancient humans creating creation myths (almost every culture has one) to a reporter or politician "seeking the truth" after a tragic incident, we cannot accept that random, bad things happen.

This is Taleb's fallacy of the narrative. In effect, Monday-morning quarterback-try to make sense of a tragedy. While potentially comforting, this narrative has an even more

tragic price. By creating stories to explain the unexplainable we create political pressure which misdirects limited resources, thereby increasing the chance of new black swans.

Let me illustrate the dangers of this narrative tendency with a narrative. Once upon a time there was a police department which used a carotid restraint hold. Unfortunately that hold was not perfect and a tragedy ensued. It was decided that this hold, despite being used thousands of times prior, was not safe and it was no longer used.

Unfortunately, several years later a mentally ill person, fighting with police, struggled too hard and died. Incidents like this one became a national trend; in fact this particular type of tragedy became so common it was named, "positional asphyxia." Strangely enough, in the days of carotid restraint, this was much less common, perhaps it had to do with fights being shorter and more decisive, but because of the existing story this is never studied.

Clearly, these tragedies cannot continue. So new narratives are created and new tactics adopted. But the tragic events keep occurring.



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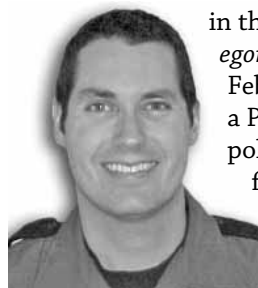
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Editor's Statement

by Sergeant Peter Simpson
Southeast Precinct

FPD&R failing to take care of us



As reported in the *Oregonian* on February 26, a Portland police officer was

denied benefits for a

work-related stress claim. The Maxine Bernstein article ("Benefits upsets police, firefighters") outlines details of the process in which the officer was denied medical benefits.

The FPD&R board denied the claim and sent it to an administrative law judge for a ruling. As reported in the article, Deputy City Attorney Franco Lucchin cited City Charter: "A fund

member is eligible for work-related disability benefits 'when unable to perform the member's required duties because of an injury or illness' that arises out of their police or firefighting work."

Because the officer wasn't "unable to perform" his work duties, the administrative law judge interpreted the City Charter to mean that the officer was not entitled to any benefits.

PPA president Scott Westerman is right to say that the ruling essentially tells police officers and firefighters that if you suffer a work-related injury or illness take time off, even if you don't feel like you need to, because if you don't your claim will be denied.

What is most troubling about

the story is the quote by Linda Jefferson, the fund's director. Jefferson was quoted saying, "We have not made any changes to how we administer the program, so concerns may be premature at this point."

The concerns by police officers and firefighters are valid. Jefferson's statement is troubling because the board had the power to approve the claim but denied it, requiring the officer (and the PPA) to appeal the ruling to an ALJ. Why should any officer or firefighter believe the board is going to take care of them when it continues to deny claims that are 100 percent work-related?

Another officer has to appeal a denial to an ALJ for medical benefits and time-loss at work for exposure to MRSA (staph). The officer's claim for benefits was denied after an "independent" (hardy-frickin'-har) medical examiner stated that a police officer is at no greater risk than the general public to contracting MRSA. These independent medical examiners seem to be as morally debased as some of our elected officials.

Perhaps this independent medical examiner or the fund board members who routinely vote against police officers and firefighters would like to come out every day to search some of those lowlifes under the Burnside Bridge or along 82nd who have active MRSA. I'm sure the "general public" is at the same risk when they go to Starbucks or Costco as the police officer or firefighter who physically handles these people.

MRSA and other communicable diseases should be automatically covered for police officers and firefighters. Sadly, some on the fund's board are so busy trying to save money they are not fulfilling the board's own values, the first of which is: "We value the health and welfare of fire and police members." Further, some on the board need a history lesson on why the fund was established. It was set up to take care of those police officers and firefighters who put their lives on the line every single day.

We all are aware of the negative history and connotation of some of the fund's decision to award and continue benefits for a small number of police officers and firefighters whose injuries or illnesses may not have justified compensation. However, the pendulum has swung so far in the other direction that po-

"This publication will be dedicated, therefore, to the principles of objective reporting and freedom of expression which we believe are both fundamental to the operation of a democratic organization and to the free society we are sworn to protect."

James Fleming,
former Rap Sheet editor
December, 1970, Vol I, Issue I

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Portland Police Association President Sergeant Scott Westerman

Secretary-Treasurer Sergeant Mitch Copp

Editor Sergeant Peter Simpson
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email editor@ppavigil.org

web page www.ppavigil.org

Advertising fax 503.225.1158

Editorial fax 503.225.1158

PPA Officers	title	phone
Scott Westerman	President	503-323-6015
Mitch Copp	Secretary-Treasurer	503-323-9349
Daryl Turner	VP-Central Precinct	503-793-3803
Jim McCausland	VP-Dets./Criminalists	503-793-8425
Doug Justus	VP Sergeants	503-323-5053
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Gary Manougian	Safety Committee	503-250-5169

P. A. R. T. Police Alcohol Recovery Team

P.A.R.T. is a group of officers who are recovering alcoholics in the Portland Police Bureau. We are made up of various ranks and come from various divisions of the Bureau. Our mission is to help alcoholics in the law enforcement community and their families achieve and maintain sobriety. We adhere to an ethical responsibility of confidentiality, which is a promise to an officer to reveal nothing about his or her circumstance to any other Bureau member.

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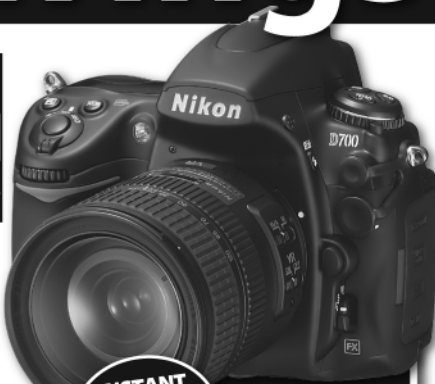
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Letters

Editor's Note: The following letters were sent to Chief Rosie Sizer and published in the February 12 edition of The Bulletin.

Thank you from the Oregon State Police

On behalf of the Oregon State Police, I would like to express my gratitude to you and your agency for sending members of the Honor Guard to attend Senior Trooper Bill Hakim's memorial service. A tragedy such as this one has had an obviously devastating effect on the family, his colleagues and law enforcement in general.

Thank you again for the condolences and support, especially the efforts expended to have your agency represented at the service. Your support by sending Honor Guard members was greatly appreciated by Senior Trooper Hakim's family and the Oregon State Police.

Sincerely, Superintendent Timothy F. McLain
Oregon State Police

Appreciation from Chief Scott Russell's family

It is with grateful hearts that Doug and I and our daughters, Dianne and Connie, send our thanks to you, the men and women of the Portland Police Bureau. Your caring and concern for our welfare during our vigil with our son, Scott, made it much more bearable.

We've often heard that the uniform makes the man, but we have always been firm believers that "it is the man (or woman) in the uniform that makes it stand out in a crowd."

You officers have certainly reaffirmed that belief. Scott's world is so enriched by having you in it and our lives will forever be better for having received your care.

With sincere thanks,
The Chief's Parents, Doug and Doris Russell

Thank you from the Marion County Sheriff's Office

On behalf of the Marion County Sheriff's Office, I would like to express our sincere gratitude for the assistance of your agency during the investigation of the Woodburn bank bombing. The amount of support demonstrated by agencies and businesses in the surrounding areas was incredible and it was because of this support, that two arrests were made in this tragic case. We know that we serve in a profession that is built on partnerships, but to witness those partnerships in action is unforgettable.

Our office is proud to serve alongside men and women like those from your agency. Thank you for your service and support during this difficult incident.

Sincerely, Sheriff Russ Isham
Marion County Sheriff's Office

◀ Continued from page 2

lice officers and firefighters have to fight to get their work-related injuries and illnesses covered by the fund. That's just wrong.

The Fire and Police Disability and Retirement Fund needs to start taking care of its members in a way that restores their trust in the process, because at the present time, there is little reason to feel good about the FPDR.

Sentencing for suspect in Vancouver police shooting

On Monday March 2, Matthew Hastings was sentenced to 120 years in prison for shooting Vancouver Police Corporal Chris

LeBlanc under his arm. Hastings fired as many as 19 shots at Vancouver police during the standoff on July 18, 2007.

Perhaps the highlight of the sentencing, in which Hastings and Judge John Wulle traded barbs, was after Judge Wulle had given Hastings the sentence of 120 years. Judge Wulle told the courtroom that Hastings was showing no respect for the court then added to Hastings, "The only thing I can say to you, on behalf of the citizens of this community, is bye-bye!"

Let me be the first to start the "Re-Elect Judge John Wulle" committee.
Be safe.

Loss of PPA staff member felt keenly

The following obituary was published in *The Oregonian* on 2/28/2009

Juliet Elaine Parman was welcomed into her heavenly home, joining her father, Maj. Roger B. Smith, on Feb. 22, 2009.

Juliet was born June 28, 1971, at Holy Family Hospital in Spokane. Juliet is survived by her son, James, 12; her mother, Constance Smith; sister, Carolyn Kurth; brother-in-law, Garrison Kurth; niece, Alexandra; and nephew, Jason.

Her former husband Bryan Parman and his wife Heather also maintained a close relationship with both Juliet and James.

As a child, Juliet lived many places with her Army family, including Germany, Eugene, Fort Leavenworth, Kan., and two tours in Fort Bragg, N.C. After her father's death, Juliet settled in Hayden Lake, Idaho.

Juliet's passion for helping others led her to obtain a degree in psychology from Gonzaga



University. In 1995, Juliet's job with the Red Lion Corporation brought her to Portland, where she met Bryan. In November of 1996, Juliet fulfilled her dream of becoming a mother by giving birth to her son.

For several years, Juliet used her counseling skills working with the Washington County Juvenile Department. Most recently, Juliet worked [as office manager] for the Portland Police Association.

The family wishes to thank the generosity of the members of the Portland Police Association who provided selfless support for Juliet and her family during her cancer treatment. We also want to thank Providence Home Health for their superb support and guidance.

In lieu of flowers, remembrances can be made in Juliet's name to the Portland Police Association Officer Assistance Fund (1313 NW 19th Portland, OR 97209).

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Black Swans

Even newer and more powerful narratives arise. Communication is the key in some of these stories, so money and time are dedicated to creating new strategies to communicate better. The narratives are so powerful that the techniques developed are never evaluated in any sort of scientific manner. That these techniques will work and will be beneficial is simply accepted at face value. To disagree with this places those in public service in a position where their chances of promotion become limited.

Other stories center on knowledge specific to groups. Sometimes they are mental illnesses, other times cultural groupings. Some stories deal with specific tactical responses, being cops we like these best, but alas they are no different than the other stories. We spend time, resources, energy and money dealing in the realm of specific responses to specific stories. The tragedies continue

and we now race to technological solutions.

Pepper spray, Tasers, in some places net guns and other even more exotic responses are adopted. Still people die and we continue to wonder why.

From debating the tactics of vehicle pursuits, foot pursuits, tackling fleeing individuals versus pushing them, to how to remove combative subjects from cars we strive to have the perfect response to every situation. The lawyers and experts give the so called perfect responses a name to make lawsuits easier; they are called "best practices."

And now the circle is complete. To avoid litigation departments race to adopt "best practices." Generally speaking these practices are not "the best" but merely those techniques with the stories attached to their application. We never invest the time or resources in determining what would actually be the best. We craft the responses not to the events as they actually occurred, but instead craft the responses to the explanations we have created around these events.

In universally adopting the "best practices" with little or no

meaningful debate, we kill the greatest strength our system had—DIVERSITY. You know, we honor it and respect it. But we kill it to save money and time in law suits. An old system with experimentation and an almost evolutionary aspect where the most valued techniques survive comes to an end.

Please do not mistake the above narrative for reality. Unfortunately reality is too complex to fit on the front page of the newspaper. What I am saying is that one can, in a matter of minutes, create a narrative which is every bit as cogent as but diametrically opposed to, the narrative we are basing our policies and procedures on. There has not been adequate research to confirm or deny either narrative. If there was a way to launch a civil rights violation lawsuit based on my narrative, I am sure some lawyers and expert witnesses could tighten it up and make it that much more compelling.

This is the fallacy of the narrative. And it is dangerous! It is dangerous because it prevents us from accepting the world as it really is and in doing so keeps us from the types of training

and professional development which might prevent these tragedies. You do not prevent the next "black swan" by preparing for the last.

Preventing "black swans"

How do you prevent "black swans?" Certainly, not by preparing for the last one. That is not to say we cannot learn from incidents, but does mean we cannot have a knee jerk response to each tragedy. Just like the military is constantly in danger of fighting the last war, we are constantly at risk of preparing for the last tragedy.

You avoid "black swans" by building robust systems that sacrifice some efficiency (for example using two-person cars), cost extra money (adequate and especially ongoing scenario-based trainings) and by hiring people capable of critical thinking in high-stress situations and then developing that ability. You most certainly do not lower your criteria in new-hires or fail to terminate poorly performing trainees.


Finally, we must actively counter the fallacy of narrative and the destruction it wreaks: both in lost and damaged per-

sonnel (because of the nature of these events it is generally the best police officers who end up involved in them because they expose themselves to more potential black swan type events) and in lost and inappropriate training time.

What to do?

I believe the PPA is in the best position to address this issue. I also believe this argument will define police work in the coming century. Our union must reach out and explain this reality to the public or we risk further alienation from the very people we are trying to protect. We must understand that in doing so we will be challenging the current master storytellers in the form of reporters, trial lawyers and politicians. I am not saying these groups of people are bad, rather because of the nature of their professions, their incentives lie in maintaining the status quo. We must also accept that they tell better stories than we do so we must constantly strive to be as honest, factual and scientifically based as possible.

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Interesting times indeed

by Officer Mark White
Southeast Precinct

I wanted to comment on some of the recent developments within the PPB and PPA. It seems we are undergoing some of the most sweeping and traumatic changes this agency has ever seen. No one can argue we are understaffed and more than a little frustrated at the City's inability to manage its affairs—and the Bureau—in a competent fashion.

Priorities are skewed and true leadership is in short supply. But everyone knows this already, so I'll get to the point.

The PPA membership needs unity and focus like no other time in its history. If Portland Police officers hope to improve our situation, we need to shake off any apathy and work toward a unified PPA.

We recently elected Sgt. Scott Westerman by a substantial margin (if not a landslide). I know Scott and I voted for him. I view him as a "change agent"—something I believe the PPA needed.

As any person in a new position, I know Scott will make some mistakes in his drive to improve our lot. The job of PPA president is demanding and complex, but he is capable of doing the job.

That said, Sgt. Westerman can't do it alone. He needs not only the support of the membership but, more importantly, he needs the support of the Executive Board. Working in a vacuum, or worse, working in an environment where Executive Board members undermine him, will kill any chance of successful negotiations and arbitrations. We elected Sgt. Westerman because we felt he would bring much needed energy and change to the PPA. We need to get behind him.

A critically important situation is emerging in the vacancy of the secretary/treasurer position created by the resignation of Sgt. Mitch Copp. We all need to thank Mitch for his service in a tough, stressful and largely thankless job. His passion and

caring for the membership did not go unnoticed. Thanks, Mitch.

The PPA cannot function without a unified team at the helm of the union. This election for PPA secretary/treasurer cannot be a popularity contest. We not only need a strong, common-sense individual with great fiscal understanding, but also an individual with commitment, drive and passion. Additionally, and absolutely essential, we need an individual who is willing and able to work with our president in a partnership that will propel the PPA toward success.

I believe the person who will best fill the office of secretary/treasurer is Officer Dave Dobler. For the last two years I have had the opportunity to work with Dave in my capacity as crime analyst at SE precinct. Dave is an unassuming guy who won't tout his own attributes and strengths, so I will attempt to do so.

I share a "cube divider" with Dave, so I've closely observed Dave's work ethic, work product and interaction with co-workers

and victims. He is one of the hardest working officers I've known in this organization. He is totally self motivated and his ability to conduct very complex investigations to conclusion is extraordinary. His working knowledge of computers and data bases puts him in an elite class of experts that he shares with perhaps just a few other officers in this agency.

Aside from his mastery of technology, what strikes me about Dave is his great common sense and passion for the men and women of the PPB.

I know the PPA is in the long overdue process of modernizing its internal functions through the use of the latest technology. I also know the PPA's future success depends on the unity of the PPA leadership. Not only would Officer Dobler work well with President Westerman, he would work well with the Executive Board and Chief's Office. He is a consummate professional.

Dave has an extensive law enforcement history spanning

22 years, eight of which are with the PPB. He may not have the name recognition of some officers in the bureau, but I would ask you to take a couple minutes to listen to Dave and ask him questions. His answers will convince you he is worthy of your support.

A unified, effective Union is more important now than ever. It's not news to anyone that the PPB has fallen well behind in pay and benefits. Our City leaders have a perverse double standard when it comes to ethics, morality and honesty and how they apply to public service.

Despite the occasional lip service, the men and women of the PPB are not a priority in their world of migrant daycare centers, trams and solar powered porta-potties. Take care of yourselves, your comrades and your family. The City won't.

Understand one thing: The only mechanism that will work toward our advancement and well being is the Portland Police Association.

◀ Continued from page 4

We must explain how our world, the world of incomplete information and split-second decisions, works. But we must not be demanding or arrogant. Instead we must approach the problem humbly, understanding that we do not have any more answers or insights into this than the lawyers, and we certainly lack the rhetorical skill to compete on that level. What we do have is a vested interest in solving the problem. After all, we are the ones who must live (hopefully) with the consequences of these events

We should reach out to those members of the community who understand how capricious the real world is and work with them to establish systems appropriate to the dangerous random nature of police work. We need to work to expand this network and explain our position rationally to any who will listen.

Likewise, we must work with the City and the police command to create better training and hiring practices. Many of them understand this reality, but are powerless to fight it. The world of politics works in sound bites, but unfortunately these ideas require discussions. Again, the PPA and the allies we must develop need to be the ones bringing these issues to the table.

We must work with police researchers to establish better, more scientific practices. Our biggest enemy to date is both a lack of valid research and storytelling disguised as science or, even worse, masquerading as an expert witness. The lack of real research in this area has allowed courtroom theatrics, not universities, training divisions and, most importantly, the realities of what works on the street, to set use-of-force policies, practices and training.

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On sheep, wolves and sheepdogs

by Lt. Col. Dave Grossman, Ph.D.
US Army, Retired

Honor never grows old, and honor rejoices the heart of age. It does so because honor is, finally, about defending those noble and worthy things that deserve defending, even if it comes at a high cost. In our time, that may mean social disapproval, public scorn, hardship, persecution or, as always, even death itself.

The question remains: "What is worth defending? What is worth dying for? What is worth living for?" (Asked by William J. Bennett in a lecture to the United States Naval Academy, November 24, 1997.) One Vietnam veteran, an old retired colonel, once said to me, "Most of the people in our society are sheep. They are kind, gentle, productive creatures who can only hurt one another by accident." This is true.

Remember, the murder rate is six per 100,000 per year, and the aggravated assault rate is four per 1,000 per year. What this means is that the vast majority of Americans are not inclined to hurt one another. Some estimates say that two million Americans are victims of violent crimes every year, a tragic, staggering number, perhaps an all-time record rate of violent crime. But there are almost 300 million Americans, which means that the odds of

being a victim of violent crime is considerably less than one in a hundred in any given year.

Furthermore, since repeat offenders commit many violent crimes, the actual numbers of violent citizens are considerably less than two million. Thus there is a paradox, and we must grasp both ends of the situation: We may well be in the most violent times in history, but violence is still remarkably rare. This is because most citizens are kind, decent people who are not capable of hurting each other, except by accident or under extreme provocation. They are sheep.

I mean nothing negative by calling them sheep. To me it is like the pretty, blue robin's egg. Inside it is soft and gooey, but someday it will grow into something wonderful. But the egg cannot survive without its hard blue shell. Police officers, soldiers and other warriors are like that shell. Someday the civi-

lization they protect will grow into something wonderful.

For now, though, they need warriors to protect them from the predators. "Then there are the wolves," the old war veteran said, "and the wolves feed on the sheep without mercy." Do you believe there are wolves out there that will feed on the flock without mercy? You better believe it. There are evil men in this world and they are capable of evil deeds. The moment you forget that or pretend it is not so, you become a sheep. There is no safety in denial.

"Then there are sheepdogs," he went on, "and I'm a sheepdog. I live to protect the flock and confront the wolf."

If you have no capacity for violence then you are a healthy productive citizen, a sheep. If you have a capacity for violence and no empathy for your fellow citizens, then you are an aggressive sociopath, a wolf. But what if you have a capacity for violence and a deep love for your fellow citizens? What do you have then? A sheepdog, a warrior, someone who is walking the hero's path. Someone who can walk into the heart of darkness, into the universal human phobia, and walk out unscathed.

Let me expand on this old soldier's excellent model of the sheep, wolves and sheepdogs. We know that the sheep live in denial and that is what makes them sheep. They do not want to believe there is evil in the world. They can accept the fact that fires can happen, which is why they want fire extinguishers, fire

sprinklers, fire alarms and fire exits throughout their kids' schools.

But many of them are outraged at the idea of putting an armed police officer in the same school. Our children are thousands of times more likely to be killed or seriously injured by school violence than fire, but a sheep's only response to the possibility of violence is denial. The idea of someone coming to kill or harm their child is just too hard, so they chose the path of denial.

Sheep generally do not like the sheepdog. He looks a lot like the wolf. He has fangs and the capacity for violence. The difference, though, is that the sheepdog must not, cannot and will not ever harm the sheep. Any sheepdog that intentionally harms the lowliest little lamb will be punished and removed. The world cannot work any other way, at least not in a representative democracy or a republic such as ours.

Still, the sheepdog disturbs the sheep. He is a constant reminder there are wolves in the land. They would prefer he didn't tell them where to go, give them traffic tickets or stand at the ready in our airport in camouflage fatigues holding an M-16. The sheep would much rather have the sheepdog cash in his fangs, spray paint himself white and say "Baa." Until the wolf shows up. Then the entire flock tries desperately to hide behind one lonely sheepdog.

The students, the victims, at Columbine High School were big, tough high school students, and under ordinary circumstances

they would not have had the time of day for a police officer. They were not bad kids; they just had nothing to say to a cop. When the school was under attack, however, and SWAT teams were clearing the rooms and hallways, the officers had to physically peel those clinging, sobbing kids off of them. This is how the little lambs feel about their sheepdog when the wolf is at the door.

Look at what happened after September 11 when the wolf pounded hard on the door. Remember how America, more than ever before, felt differently about their law enforcement officers and military personnel? Remember how many times you heard the word "hero"?

Understand that there is nothing morally superior about being a sheepdog; it is just what you choose to be. Also understand that a sheepdog is a funny critter: He is always sniffing around the perimeter, checking the breeze, barking at things that go bump in the night and yearning for a righteous battle. That is, the young sheepdogs yearn for a righteous battle. The old sheepdogs are a little older and wiser, but they move to the sound of the guns when needed right along with the young ones.

Here is how the sheep and the sheepdog think differently. The sheep pretend the wolf will never come, but the sheepdog lives for that day. After the attacks on September 11, most of the sheep, that is, most citizens in America said, "Thank God I wasn't on one of those planes." The sheepdogs, the warriors, said, "Dear God, I wish I could have been on one of those planes. Maybe I could have made a difference." When you are truly transformed into a warrior and have truly invested yourself into warriorhood, you want to be there. You want to be able to make a difference.

There is nothing morally superior about the sheepdog, the warrior, but he does have one real advantage. Only one. And that is that he is able to survive and thrive in an environment that destroys 98 percent of the population. There was research conducted a few years ago with individuals convicted of violent crimes.

These cons were in prison for serious, predatory crimes of violence: assaults, murders and killing law enforcement officers. The vast majority said that they specifically targeted victims by body language: slumped walk, passive behavior and lack of awareness.

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Continued on page 7 ▶

They chose their victims like big cats do in Africa when they select one out of the herd that is least able to protect itself.

Some people may be destined to be sheep and others might be genetically primed to be wolves or sheepdogs. But I believe that most people can choose which one they want to be, and I'm proud to say that more and more Americans are choosing to become sheepdogs.

Seven months after the attack on September 11th, Todd Beamer was honored in his hometown of Cranbury, NJ. Todd, as you recall, was the man on Flight 93 over Pennsylvania who called on his cell phone to alert an operator from United Airlines about the hijacking. When he learned of the other three passenger planes that had been used as weapons, Todd dropped his phone and uttered the words, "Let's roll," which authorities believe was a signal to the other passengers to confront the terrorist hijackers. In one hour, a transformation occurred among the passengers—athletes, business people and parents—from sheep to sheepdogs. Together they fought the wolves, ultimately saving an unknown number of lives on the ground.

"There is no safety for honest men except by believing all possible evil of evil men," (Edmund Burke).

Here is the point I like to emphasize; especially to the thousands of police officers and soldiers I speak to each year. In nature the sheep, real sheep, are born as sheep. Sheepdogs are born that way, and so are wolves. They didn't have a choice. But you are not a critter. As a human being, you can be whatever you want to be. It is a conscious, moral decision.

If you want to be a sheep, then you can be a sheep and that is okay, but you must understand the price you pay. When the wolf comes, you and your loved ones are going to die if there is not a sheepdog there to protect you. If you want to be a wolf, you can be one, but the sheepdogs are going to hunt you down and you will never have rest, safety, trust or love. But if you want to be a sheepdog and walk the warrior's path, then you must make a conscious and moral decision every day to dedicate, equip and prepare yourself to thrive in that toxic, corrosive moment when the wolf comes knocking at the door.

For example, many officers carry their weapons in church. They are well concealed in ankle

holsters, shoulder holsters or inside-the-belt holsters tucked into the small of their backs. Anytime you go to some form of religious service, there is a very good chance that a police officer in your congregation is carrying.

You will never know if there is such an individual in your place of worship, until the wolf appears to massacre you and your loved ones.

I was training a group of police officers in Texas, and during the break, one officer asked his friend if he carried his weapon in church. The other cop replied, "I will never be caught without my gun in church." I asked why he felt so strongly about this, and he told me about a cop he knew who was at a church massacre in Ft. Worth, Tex., in 1999. In that incident, a mentally deranged individual came into the church and opened fire, gunning down fourteen people. He said that officer believed he could have saved every life that day if he had been carrying his gun. His own son was shot, and all he could do was throw himself on the boy's body and wait to die. That cop looked me in the eye and said, "Do you have any idea how hard it would be to live with yourself after that?"

Some individuals would be horrified if they knew this police officer was carrying a weapon in church. They might call him paranoid and would probably scorn him. Yet these same individuals would be enraged and would call for "heads to roll" if they found out the airbags in their cars were defective or the fire extinguisher and fire sprinklers in their kids' school did not work. They can accept the fact that fires and traffic accidents happen and there must be safeguards against them.

Their only response to the wolf, though, is denial, and all too often their response to the sheepdog is scorn and disdain. But the sheepdog quietly asks himself, "Do you have any idea how hard it would be to live with yourself if your loved ones were attacked and killed and you had to stand there helplessly because you were unprepared for that day?"

It is denial that turns people into sheep. Sheep are psychologically destroyed by combat because their only defense is denial, which is counterproductive and destructive, resulting in fear, helplessness and horror when the wolf shows up.

Denial kills you twice. It kills you once, at your moment of truth when you are not physi-

cally prepared: you didn't bring your gun, you didn't train. Your only defense was wishful thinking. Hope is not a strategy. Denial kills you a second time because even if you do physically survive, you are psychologically shattered by your fear, helplessness and horror at your moment of truth.

Gavin de Becker puts it like this in *Fear Less*, his superb post-9/11 book, which should be required reading for anyone trying to come to terms with our current world situation: "... denial can be seductive, but it has an insidious side effect. For all the peace-of-mind deniers who think they'll get by saying it isn't so, the fall they take when faced with new violence is all the more unsettling."

Denial is a save-now-pay-later scheme, a contract written entirely in small print, for in the long run, the denying person knows the truth on some level. And so the warrior must strive to confront denial in all aspects of his life, and prepare himself for the day when evil comes.

If you are warrior who is legally authorized to carry a weapon and you step outside without that weapon, then you become a sheep, pretending that the bad man will not come today. No one can be "on" 24/7, for a lifetime. Everyone needs down time. But if you are authorized to carry a weapon, and you walk outside without it, just take a deep breath, and say this to yourself... "Baa."

This business of being a sheep or a sheepdog is not a yes-no dichotomy. It is not an all-or-nothing, either-or choice. It is a matter of degrees, a continuum. On one end is an abject, head-in-the-sand-sheep and on the other end is the ultimate warrior. Few people exist completely on one end or the other.

Most of us live somewhere in between. Since September 11 almost everyone in America took a step up that continuum, away from denial. The sheep took a few steps toward accepting and appreciating their warriors and the warriors started taking their job more seriously. The degree to which you move up that continuum, away from sheep hood and denial, is the degree to which you and your loved ones will survive, physically and psychologically at your moment of truth.

Lt. Col. Dave Grossman, U.S. Army (Ret.) is the Director of the Warrior Science Group and the author of On Killing, On Combat (with retired Portland Police Officer Loren Christensen) and Stop Teaching Our Kids to Kill.



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Cops don't have to take the first punch

by Sergeant Dean Scoville
L.A. County Sheriff's
Department

It is absolutely reasonable and defensible for you to recognize that a subject is about to strike you and strike first.

Lunch time. School yard. I've been here before, facing off against another whose clinched hands conceal no olive branch. Most of the time, I'm lucky. No blows are exchanged. Interest wanes and both parties agree to let bygones be bygones.

But while no punch has been thrown as of yet, it's enough of a sure thing to the minds of many on the sidelines that they want to make sure nobody misses out on what will prove to be some good old-fashioned bloodletting.

"Fight! Fight! Fight!" they yell.

Despite their exhortations, my thirteen-year-old mind is still gambling that common sense will prevail, and we'll not accommodate our bloodthirsty peers with gladiator sport. But Randy is determined and the gathering throng about us only strengthens his resolve.

"Come on!" he yells. "Hit me!"

The prospect of throwing the first punch has even less appeal for me than being in a fight: I don't want to get in trouble.

"No. You hit me first," I say, hoping that some inhibiting sense of decency will prevent his doing so.

But neither a pacifist nor second hitter Randy be, and the moment I say it, the little asshole hauls off and nails me with a roundhouse to my right orbital. Like some Warner Bros. cartoon character who has just been hit with a hammer, I see an explosion of cascading stars that fills my field of vision. Then it suddenly feels like someone has stuck a piece of tube steak under my skin and over my cheekbone.

I'm shocked and disappointed that my southpaw friend would so readily accommodate me. Part of me realizes it's just business as usual.

Figuring he can't hit my good eye if I'm behind him, I grab him by the throat, spin him around and get him in an adolescent's version of a carotid restraint.

With my chest pressed to his back and adrenaline as my guide, I force him facedown to the ground. Soon we're in the dirt of smoker's corner, rolling around where the stoners were spitting their loogies seconds before as a group of cholos—recognizing an open season ass-kicking when it's offered—proceed to kick the crap out of both of us.

Who would have thought that a bunch of size 6 shoes could hurt so much?

Suddenly, the sea of Adidas part and I'm hoisted to my feet by unseen teachers that by my count are a good two minutes too late. Dragged off to the principal's office and given medical treatment for my black eye, I'm asked for my side of the story.

The man's reception to my explanation is as cool as the ice pack on my cheek.

Though I didn't start the fight, it doesn't matter. Randy and I share the same fate: Suspension from school.

It's only years later that I'm enlightened as a cadet in the Sheriff's Academy: You don't have to let the other guy hit you first.

Did you get that?

YOU DON'T NEED TO LET THE OTHER GUY HIT YOU FIRST.

If I'd known this early on, I would like to think that I might have knocked young Randall on his skinny ass when he asked me to in the first place. As it was, I filed it away and decided that I would operate from a position of strength while working patrol. It was a posture that served me well.

Let me say it again as I think it bears repeating:

YOU DON'T NEED TO LET THE OTHER GUY HIT YOU FIRST.

One would hope this wouldn't prove revelatory for cops. But having seen my fair share of patrol cops who got cold-cocked and laid out on the asphalt when the warning signs were in bold-capped-Helvetica-

font-neon, I wonder.

For when it comes to another's aggression, cops need to recognize the inevitable for what it is. And they should react to it accordingly.

This means responding quickly in an effective manner that is commensurate to the threat.

I labored on that damn sentence. Because if you take nothing else from this, I hope it is these key words:

- Responding
- Quickly
- Effectively
- Appropriately

Cognitive dissonance is not your friend here; conscientious objectors need not apply. To respond to a threat, you have to recognize it and be willing to act on it. When the electricity in the air between you and Mrs. Jones ain't affection, be prepared to take care of business.

Admittedly, responding effectively can be tricky. What might lay out King Kong could have as much effect on someone under the influence of PCP as a lecture on prudence would on Britney Spears.

The situation may call for some manner of escalation.

Now, you don't want to use excessive force. With this in mind, know your department's use of force options and make sure you're in a position to deploy them (i.e., don't be leaving your baton in the car where the only thing it's apt to crack is your window).

Beyond knowing policy and weaponry, you have to be psychologically ready to use them.

Here it can really be tricky. For a collateral casualty of school ground vigilance by the last couple of decades of teachers and school administrators is that most people are ignorant of what it's like to be in a fight.

East Coast force instructor and Police Advisory Board member Dave Young recently commented on this, saying that as years go by, he sees growing numbers of young men attending his "Fight for Life" seminars that haven't played contact sports, let alone been in a fight. In an age where an increasing number of differently inclined men are gravitating to mixed martial arts and ground fighting, he sees these young and sometimes idealistic cops at a disadvantage.

"In life," Young noted,

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Son discovers long-lost father working at same department

by Melodie N. Martin
Richmond Times-Dispatch

PETERSBURG, VA – For most of his life, an unsolved mystery lingered in the back of Petersburg police Sgt. Chris Walker's mind.

Then one day at work, he began hearing a name that rang familiar: Claiborne Hamilton—a Richmond police veteran and newly hired detective at the Petersburg Bureau of Police.

The name was similar to one revealed, after the death of the grandmother who had raised Walker, as that of his real father. Walker researched the name on the Internet but didn't find anyone who fit the profile.

But Detective Clay Hamilton did.

Following up on his hunch, Walker visited Hamilton's desk and casually asked him some questions. He found that Hamilton was 53, about the right age and—matching up with his mother's account—grew up in the Richmond area, hung out with people in Goochland County and dated a girl named Billie Joe.

Walker, 37, spoke to his mother on the phone that night and told her generally about Hamilton. She insisted that his

father's first name was Clayton, not Claiborne.

Walker then asked if she knew a Billie Joe Walker.

"There was a pause on the phone, and she said, 'That's your dad,'" Walker said, referring to Hamilton. Billie Joe was his mother's old nickname, coming from Bobbie Gentry's 1967 song "Ode to Billie Joe."

Walker then called Hamilton and told him, "I think you're my father."

"It shocked me, but I always believed that there may have been a possibility at the time," Hamilton said. "When I first talked to him on the phone, I cried."

Results of a DNA test came back a week and a half ago and confirmed that the two Petersburg police officers, who never met each other before working together, are father and son.

Hamilton said he had a brief romance with Walker's mother when he was 15. She was a few years older and separated from her husband at the time.

Hamilton said he lost touch with her after she became pregnant, went back to her husband

and moved away. He said he tried to locate her and the baby he suspected was his son, but was unsuccessful.

Despite the separation, Hamilton and Walker followed similar paths in life, including stints in the military and choosing to work for urban police departments despite growing up in the suburbs.

They have spent the past

month getting to know each other's families: Walker's wife and five-year-old son, and Hamilton's wife, 12-year-old son, 35-year-old daughter and granddaughter, age eight. They plan to have a family get-together that will include Walker's mother.

"I feel like we've got a lot of time that we've missed. Of course you can't ever make up for lost time. We're going to

do what we can to make it up," Hamilton said.

Walker credits faith, as well as fate, for bringing them together.

"There's no hard feelings from me because I knew he did everything he could to locate me. He's my dad, and I love him, and I look forward to a lot of years with him," Walker said. "God works in mysterious ways."



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National City offers a variety of loan options to meet the needs of our Community Heroes. Public servants may qualify for an expanded debt ratio, up to 45 percent, and in many cases will need little or no money out-of-pocket at closing.

The Community Heroes initiative is specifically designed for teachers and education administrators, firefighters, healthcare workers, law enforcement professionals, and members of military including veterans and reservists.

To learn more, visit your local National City Mortgage office in Portland location or go to www.ncmc.com/geoffboyd

About National City Mortgage

National City Mortgage originates a comprehensive suite of mortgage products in all 50 states through more than 200 retail mortgage offices, our preferred lending business and National City's 1,400 retail bank branches in nine states. These loans are ultimately sold to secondary mortgage market aggregators with the servicing of loans retained in the National City family. National City Mortgage, a division of National City Bank, is recognized as one of the top retail residential originators and servicers nationally. For more information, visit www.nationalcitymortgage.com.

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"You're the puncher or the punching bag."

Like Young, I wonder how many rookie cops might have profited from an occasional scrap growing up. How many have been raised on pernicious "don't hit back" sophistries popular with my own li'l cage fighter's elementary teachers. Combine this with the implicit threats that come with being in one too many force incidents—a virtual inevitability with any aggressive (in the best sense of the word) street cop—and one can see where cops can hesitate at the moment of truth.

But I hope that the next cop who finds himself dealing with some guy who is hell-bent on not peacefully going along with

the program will not hesitate. I hope he will do whatever he needs to do as soon as he needs to do it—quickly, effectively and appropriately.

And may the only "Fight! Fight! Fight!" you hear be that of your own inner voice willing you to persevere and come out on top.

Dean Scoville is the Associate Editor of Police Magazine and a patrol supervisor and investigator with the Los Angeles Sheriff's Department. Sgt. Dean Scoville has received multiple awards for government service. He is the author of "Shots Fired," Police Magazine's popular monthly column examining officer-involved shootings as experienced by the officers themselves. Dean can be reached by e-mail at dean.scoville@policemag.com.

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Movers & Shakers

Recent transfers, promotions, resignations,
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Police Officer Larry **AV (DPSST #50068)** of the Training Division was placed on Administrative Leave.

Senior Management Analyst Darmel **BENSHOOF (DPSST #6305)** of the Chief's Office retired from the Bureau after 35 years of service.

Police Assistant Chief Lynnae **BERG (DPSST #14401)** of the Chief's Office retired from the Bureau after 28 years of service.

Police Officer Amy **BRUNER-DENHERT (DPSST #44735)** of Central Precinct was granted a military Leave of Service.

Police Officer John **CLINTON (DPSST #30255)** of Central Precinct transferred to School Police (Central).

Police Officer Gary **CULBERTSON (DPSST #15283)** was medically laid off from the Bureau.

Police Officer Zachary **DOMKA (DPSST #48347)** of Central Precinct transferred to Northeast Precinct.

Police Detective Judith **ECKHART (DPSST #11915)** was medically laid off from the Bureau.

Police Officer Michael **FAHRER (DPSST #16752)** of the Traffic Division retired from the Bureau after 26 years of service.

Police Lieutenant David **FAMOUS (DPSST #22521)** of the Internal Affairs Division was promoted to Police Captain and remains in the Internal Affairs Division.

Police Officer Ronald **FRASHOUR (DPSST #40927)** of Northeast Precinct transferred to East Precinct.

Police Sergeant Kristy **GALVAN (DPSST #30402)** of North Precinct transferred to the Internal Affairs Division.

Police Officer Jason **GRAF (DPSST #38791)** completed probation and was assigned to Central Precinct.

Police Officer Randy **HAUSKINS (DPSST #46183)** completed probation and was assigned to Southeast Precinct.

Police Officer Tommy **HEBERT (DPSST #34496)** of the Telephone Reporting Unit transferred to the Criminal Intelligence Unit.

Police Officer Kimberly **HECHT (DPSST #45126)** of Central Precinct transferred to the Telephone Reporting Unit.

Police Captain Eric **HENDRICKS (DPSST #17431)** of the Training Division transferred to the Traffic Division.

Police Officer Erica **HURLEY (DPSST #29900)** was reinstated into the

Bureau and was assigned to East Precinct.

Police Officer Craig **MAJOR (DPSST #17217)** of the Traffic Division retired from the Bureau after 26 years of service.

Police Assistant Chief Brain **MARTINEK (DPPST #22748)** of the Chief's Office Services Branch transferred to the Operations Branch.

Police Officer Nathan **MOORE (DPSST #42576)** completed probation and was assigned to Central Precinct.

Police Sergeant Craig **MORGAN (DPSST #38846)** of Central Precinct transferred to the Internal Affairs Division.

Police Officer Kurt **NELSON (DPSST #13782)** of East Precinct retired from the Bureau after 25 years of service.

Police Officer Miguel **OLMOS (DPSST #36271)** of the Telephone Reporting Unit transferred to Northeast Precinct.

Police Officer Thomas **PENNINGTON (DPSST #48578)** completed probation and was assigned to Central Precinct.

Police Sergeant Brian **SCHMAUTZ (DPSST #15907)** of the Chief's Office retired from the Bureau after 27 years of service.

Police Officer Neal **SCHMITT (DPSST #14534)** of the Records Division retired from the Bureau after 28 years of service.

Police Officer Thomas **SCHULZE (DPSST #15402)** of East Precinct retired from the Bureau after 27 years of service.

Police Officer Darrell **SHAW (DPSST #28923)** of Central Precinct transferred to Southeast Precinct.

Police Officer Heather **SHAW (DPSST #32358)** of Central Precinct transferred to North Precinct.

Police Officer Clint **SNODGRASS (DPSST #46160)** completed probation and was assigned to Central Precinct.

Police Officer Jason **STRAUB (DPSST #48469)** completed probation and was assigned to Central Precinct.

Police Captain John **TELLIS (DPSST #17725)** of Internal Affairs was promoted to Commander and assigned to the Training Division.

Police Detective Carol **THOMPSON (DPSST #22818)** of the Family Services Division transferred to the Detective Division.

Police Officer Raymond **TURNEY (DPSST #9155)** of the Canine Unit retired from the Bureau after 25 years of service.

Police Detective Mary **WHEAT (DPSST #27832)** of Central Precinct transferred to the Chief's Office / Public Information Officer.

◀ Continued from page 1

President's Message

PPA that differences of \$5 or less are non-consequential because of how the SAP calculates taxes and other deductions in a more accurate fashion.

The more concerning issue for the PPA is HOW the SAP is being programmed. I have learned, through a variety of sources, that the SAP is being programmed contrary to our contract and past practices in a few areas. New "rules" and interpretations are being applied that have never been applied before. The City's argument is something along the lines of "the Bureau may have done it that way before, but they weren't allowed to, so it will no longer continue that way."

The Executive Board is aware of the many contractual issues that have been identified where the City and the PPA disagree on how our contract is being interpreted and applied. We are still working with the City to remedy these issues and will keep the membership informed via the members section of the website. In the meantime, if the system does go live on March 19, the first pay check generated from this system will come out on April 9, so please carefully examine it and verify the deductions, overtime calculations and general pay status. If you believe it is in error, please contact your PPA representative. We will be gathering all of the information to see if there is a systemic breakdown or just an isolated issue.

The Police Bureau has assured me there will be remedies in place for significant discrepancies. Please do not inundate Fiscal with phone calls about your check—work with your PPA representative.

Z-Man remembered in China

by Officer James Nett
North Precinct

Of all the locations I drive past while working North nights, few jog the memory like the one I passed the other night. It's a simple parking lot that once belonged to a funeral home. Like many places around the city, it has become something else. What made the memory was the car-to-car visit I had with Z-man.

It was six or seven months since I had been involved in a shooting out in Multnomah County. Z-man had been my TIC peer member who responded to the scene. On that early morning, Z-Man was working an OT shift on NE nights. He knew I had crossed the freeway to cover on another call. He typed for a meet. In that parking lot we caught up on news and spoke of my recent trip to Montana. (Z-man somehow

knew about other officers traveling to Montana.) He checked my memory of Montana county license plates prefix numbers. He then asked how I was doing with the shooting. He asked a few simple questions: "Getting better, staying the same or getting worse?" The conversation was interrupted a few minutes later by one of us getting sent to a call and we both left.

Little memory games like the license plate game were a staple

for Z-Man. As I was able to see first-hand in Montana, Z-man had a stack of homemade, state capital flash cards placed on a nightstand in his old room.

Prior to my summer vacation, I thought about a simple game/tribute that might honor Z-Man. Take your Z-man shirt on vacation with you. You will already have the camera. Take a quick picture of yourself with the shirt, wherever you may be. You will not have to write a Rap Sheet article. Just submit a photograph with your name, date and the location.

I'm sure Z-Man would have liked the game and strived to find his unique picture location. I'll start it off with a picture of the Z-Man shirt on the Great Wall.

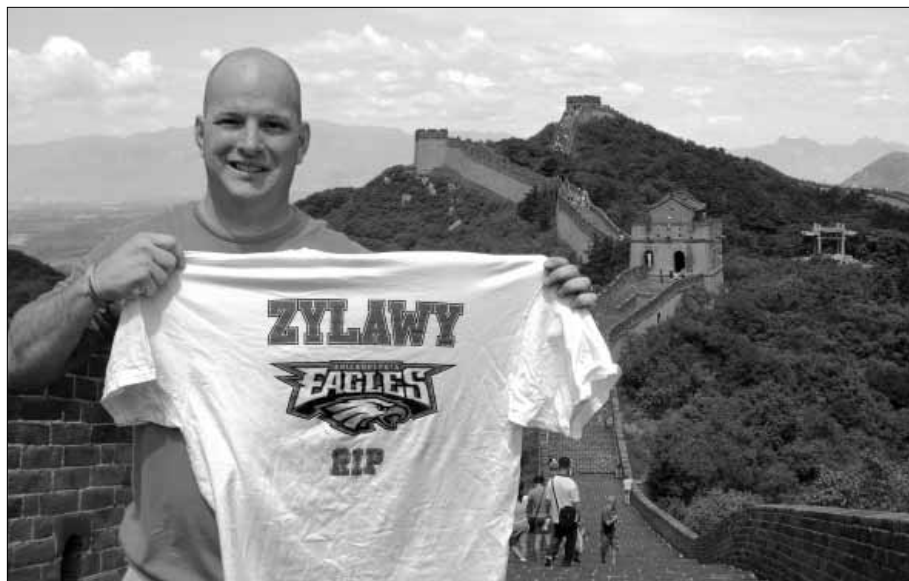


Photo courtesy of James Nett

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Prone suspect study

Gonin is in Green Bay, along with Charles Pearce, project director at the IU Ergonomics Lab. To supplement what's filmed there, they will photograph more subjects making more threatening movements on the Indiana campus, using student volunteers, including participants in a cadet program run by the university police department.

Using the Lab's advanced technology, under supervision of director Dr. John Shea, a professor in IU's Department of Kinesiology and Gonin's academic advisor, the researchers intend to convert the photographic images into animated figures.

With cutting-edge software and a link to an immense database of human forms, they can adjust the figures to as many different height, weight, and strength specifications as they

like, and measure the movement times of each in the various action patterns.

"Without a doubt," says Lewinski, "this will be the most thorough and complex analysis of human movement ever performed for law enforcement research."

The initial goal is to nail down action times precisely—just how fast can a prone suspect present a deadly threat. "People tend to underestimate how quickly a human being can actually move," says Gonin. "They also tend to underestimate how slowly officers react when they are under stress and narrowly focused."

Beyond those measurements, the researchers will also be searching for early indicators that could telegraph that a suspect is initiating a dangerous movement. Ideally, this analysis will identify certain cues officers could watch for in prone-suspect situations. "We don't know if we'll be able to find these cues, but we're going to look for

them," Lewinski says.

And finally, there may be findings that could affect training and tactics. Does approaching straight-on from a prone suspect's feet, for example, offer the best protective edge against sudden threatening movement, as Lewinski suspects may be the case?

Lewinski estimates it will be a year or more before a final analysis is available, but IU's involvement in the project represents an important breakthrough beyond the critical street knowledge that may result.

"One of our major goals at Force Science is to stimulate interest at universities and other influential institutions in doing research that is of value to line officers," he says. "There has been a huge hole in research into issues that can help street officers perform with improved skill and safety. This is a step toward filling that gap. What a great way to start the New Year!"

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FSRC study explores threat posed by prone suspects

From the Force Science Research Center
www.ForceScience.com

One of the most dangerous positions a suspect can assume on the ground is prone with his hands tucked under his body, either at chest or waist level. What's hidden in those hands? And if it's a gun, how fast can he twist and shoot if you're approaching him?

In January 2009, the Force Science Research Center, in cooperation with Indiana University and the Northeast Wisconsin Technical College, launched the first study of its kind in an effort to clearly define your risk and, hopefully, identify your best approach tactics in dealing with this common street problem.

The results may also help explain to civilians why officers sometimes react with what may seem like exceptional violence when trying to control a downed offender whose hands are concealed beneath him.

"When a prone suspect

resists showing his hands when an officer orders him to or attempts to pry them out, officers become very suspicious and fearful about what his motive is. And justifiably so," says FSRC's executive director, Dr. Bill Lewinski. "FBI research has shown that suspects with concealed weapons most often carry them to the front of their bodies. So, when prone, they may have easy access to a weapon or already be holding one.

"Until the hands are controlled, officers are very vulnerable in this circumstance, and they often use a fairly high level of force to gain control of the hands because of their concern. They may deliver strikes with batons or flashlights that to naive civilians watching a video clip on TV may look like malicious outbreaks of rage and vindictiveness."

Since its beginning more than 4 years ago, FSRC has conducted

a series of ground-breaking time-and-motion studies, documenting the amazing speed with which suspects can attack from a variety of positions--turning and shooting while running, drawing and shooting while seated in a vehicle, and so on.

"The prone study is an important extension of this sequence," Lewinski explains, "and is expected to further pinpoint the formidable reactionary curve that officers are behind when attempting to prevent or respond to potentially lethal assaults."

Several months ago Lewinski conducted some rough preliminary testing on prone action times at the FSRC lab at Minnesota State University-Mankato. Role-playing a prone, armed offender with hands tucked under his body, he repeatedly turned to present and fire a gun as if shooting at a contact officer approaching him from the feet or side. A time-coded video camera recorded his movements. (go to <http://www.forcescience.org/video.html> to view a video from the pilot study.)

The average time it took him to make his threatening moves was "about one-third of a second," Lewinski says. "This speed would likely be faster than an average cover officer could react and shoot to stop the threat, even if the officer

had his gun pointed, his finger on the trigger, and had already made the decision to shoot. In other words, the officer would stand little chance of being able to shoot first."

This convinced Lewinski that the subject was worth a much more in-depth investigation.

The core research began January 5 at Northeast Wisconsin Technical College in Green Bay, with the assistance there of Erik Walters, public safety training technician.

Four cameras positioned at different angles filmed 7 volunteer role-players with different body types moving in a variety of ways to present a gun from under their body and shoot at an approaching officer. "The subjects are young--reflecting the age demographics of offenders most likely to assault police officers--and agile," Lewinski says. "Agility may play more of a role with suspects who are prone than with those in other shooting postures."

Three of the cameras were high-speed video units purchased by NWTC with a State of Wisconsin grant to assist with FSRC research. Walters used one of these to record the preliminary tests at Mankato.

The fourth camera is a sophisticated SportsCam, used by high-level athletics coaches and

researchers in biomechanics, recently purchased by the Ergonomics Laboratory at Indiana University in Bloomington. This unit can film in color at speeds up to 500 frames per second.

FSRC learned of this equipment through a graduate student, Madeleine Gonin, originally from South Africa, who works in the IU Ergonomics Lab and is pursuing a PhD in human performance and ergonomics. Her master's, however, is in safety management, with a focus on workplace violence. "There's a high level of crime in South Africa, and I want to help find strategies for reducing it," she told Force Science News.

An accomplished martial artist, she became an instructor in the Rape Aggression Defense system after arriving on campus, and through that involvement developed friendships with IU campus police and officers with Bloomington P.D.

As a subject for her PhD dissertation, "I was looking for a program that fit in with violence prevention," she says. "Some of the officers I knew suggested I get in touch with the Force Science Research Center." She hopes to base her dissertation on the prone action-time research.

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