



ASIS Councils NEWSLETTER

**LAW ENFORCEMENT LIAISON COUNCIL
AUGUST 2007**



LEADERSHIP 2007

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CPP

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CPP: jfa@tds.net

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Stacy Irving, Mr. Walt
Smith**

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Mr. Mark Competello

SEE:
"ASIS Dynamics"
**for council contact
information.**

LELC: OPENING REMARKS

From the Desk of Dr. Ken Grove, Vice Chairperson, LELC

At the June ASIS International Leadership Meeting in Tucson Arizona Chairman Richard Chase met with current ASIS International President Steve Chuppa, incoming President Timothy L. Williams and the executive professional staff to discuss communications and joint projects with the International Association of Chiefs of Police (IACP) and the IACP Private Security Liaison Council (IACP-SLC). Steve Harris, LELC member and Chief of Police, and I also attended to encourage the organization to take the lead in partnership efforts between law enforcement and private security.

President Chuppa and the ASIS International staff indicated a strong commitment to such an effort but underline the IACP also needed to commit to the process for it to be successful. Richard Chase has contacted both the IACP President and executive staff in an effort to open an ongoing dialogue between the two powerful organizations. He has also contacted Community Oriented Policing Services (COPS), Police Executive Research Forum (PERF), and other law enforcement organizations to open an ongoing process for sharing and cooperation.

Members are urged to support this effort by contacting law enforcement and security management executives. LELC members are asked to present this effort to their local ASIS International Chapters and ask for their support as well as any members who belong to local IACP groups.

If you have questions or suggestions which might assist with the implementation of this critical dialogue, please contact Richard Chase, Chief Steve Harris or myself (Ken Grove). (See the ASIS Dynamics for contact information)

CAREER TRANSITION Law Enforcement to Private Sector

From the desk of Michael D. Gambrill, Chairperson Annual Seminar Comm.

Law Enforcement (LE) can be a very rewarding career. While compensation has risen in recent years, the real rewards have been in terms of organizational opportunities (vertical & horizontal) and retirement benefits.

A career in Law Enforcement presents the individual with many opportunities and challenges. Horizontally, officers can go from walking a beat/patrol car to K-9, aviation, marine, traffic reconstruction, hostage negotiation, tactical operations or a variety of investigative assignments. Vertically, officers can go from the bottom to the top of the organization and in the process, experience virtually every type of supervisory, managerial & leadership experience. While the pay has improved, the real monetary rewards begin at the end of one's career—with the ability to retire at an early age, very often with a defined benefit retirement plan.

Often, LE personnel don't plan or prepare for their next career, often thinking their current knowledge will well serve the private sector. With their pension in hand, they fail to use the skills that made them a success in the past—preparation and the continuous development of new skills. LE is geographically based with the duties & responsibilities to a given population and area.

The private sector is more product/service based, with efforts covering a much larger area. Travel is often more frequent in the private sector. While careers in LE are usually started at the bottom of the organization, the private sector hires are based on its needed skill level wherever it is needed in the organization. The private sector is very different where prevention is paramount and is often coupled with speed, knowledge and the ability to put a return on investment costs with all efforts.

Law Enforcement-learned skills such as leadership & problem solving must be supported with other business skills like understanding P & L's (profit & loss), risk mitigation and return on investment (ROI). Often, resumes submitted for a position in the private sector do not reflect the skills that are valued in business. While degrees in criminal justice are often enough to get past the 1st level of review from the private sector, business degrees demonstrate knowledge that the private sector is seeking.

If a second career in the private sector appeals to you, the planning and preparation should begin at least five years before you retire. Obtain an understanding of how the private sector works and what is important to them. The best possible case is to begin engaging in public/private partnership projects early in your LE career. This will expose you to the needs and ways of the business community. It will also allow you to develop contacts that could be very helpful in a transition. Not only are such projects a learning experience, but they result in safer communities.

READ BELOW WHAT LELC IS DOING TO ASSIST IN CAREER TRANSITIONS!!

LELC TRANSITION PROGRAM

From the LELC Transition Program Team – Jim Birch, Stacy Irving, Walt Smith

MAKING A SUCCESSFUL CAREER CHANGE FROM THE PUBLIC TO THE PRIVATE SECTOR

On May 31, 2007, representatives of ASIS' Law Enforcement Liaison Council, working in partnership with the Philadelphia Police Department and the Philadelphia Fraternal Order of Police, Lodge #5, hosted a 'pilot' seminar at no-charge, which was designed to help law enforcement transition from the public sector into the private sector. More than 150 local and federal law enforcement representatives attended the seminar to learn from former law enforcement officers of all ranks how they successfully made the transition and from employers (some of who also had earlier careers in criminal justice) who spoke about what they are looking for or what their experiences have been when hiring former law enforcement professionals.

Based on the feedback from the attendees and FOP leadership, the seminar was a resounding success because the information presented was timely, practical, based on real experience and relevant to local job conditions. As a result of this seminar, which was designed as a trial balloon to gauge interest, the LELC committee has had numerous requests from the attendees and the local FOP to hold additional seminars with similar panels, bring in experts to address resume writing and interview skills and to possibly organize a job fair. It's difficult to convey how thankful the attendees were to have this type of seminar to aid them in their transition and to hear first hand what is expected of them and what special skills they didn't realize they bring as law enforcement agents.

The Idea -

In January, 2005, at the annual meeting of ASIS Councils just outside of Washington, DC, the Law Enforcement Liaison Council met to discuss a range of new initiatives that could be added to the Strategic Plan. Council member Bob Graham, just having made his own career change, lamented that there was not a

lot of information available to assist people wanting to make a transition from public to the private sector. He suggested that if a seminar could be developed and sponsored by LELC, it would fit nicely with the Council's mission of fostering public-private partnerships, plus would provide useful information to those contemplating a second career. Thus, an idea was born!!

The Path to a Product –

Bob's idea prompted many Council members to volunteer their time and talent in identifying topics, formats, lesson plans and, just as importantly, their anecdotes on how they made the switch. A subcommittee volunteered to formally work on the project and to deliver a product that could be presented to ASIS for input and 'blessing'. The Bureau of Alcohol, Tobacco, Firearms and Explosives training academy provided great assistance in providing form and structure to the content developed by the Council and facilitated a presentation to members of ASIS staff at the Annual Conference.

The Philadelphia Story –

At the same time, two new members joined the LELC Council with extensive experience and connections within the Philadelphia Police Department, Captain Walt Smith, Commanding Officer of the Homeland Security Unit, Philadelphia Police Department and Stacy Irving, Senior Director of Crime Prevention Services, Center City District. They, along with Jim Birch, Director of Security and Life Safety for Liberty Property Trust, knew that many Philadelphia Police Officers were participants in the City of Philadelphia's organized retirement program, which gave them a date certain for retirement. They also knew that many wanted second careers in the private sector, including private security, but were not sure exactly how to prepare for that transition. The conclusion was that the Philadelphia Police Department would be a great place to have a 'pilot' seminar to test the value and marketability of the idea. With the blessing of LELC members, a new direction was taken to develop the seminar.

The Police and the FOP -

First stop on 'getting-to-yes' was a visit to the Deputy Police Commissioner for Administration, Jack Gaitens. We wanted his support of the program to include an endorsement of the value and allowing officers time-off to attend. His comments were poignant: *"It's a great idea"*; *"We should partner with the FOP too"*; and – *"Please don't steal any active duty officers!!"* We assured him that the focus was those officers who already had a mandatory retirement date.

The FOP was equally excited and accommodating regarding the idea. FOP President Bobby Eddis and Recording Secretary Butch Harley recommended that we link the seminar to the Retirement Program Seminar that the FOP regularly provides to its members. They felt that our emphasis on making a successful career change was a perfect supplement to their focus of making a successful financial transition into retirement. They asked that we make a presentation at the next FOP Retirement Seminar to gauge the level of interest to our program. If there was sufficient interest, the FOP would send flyers to their membership, let us use their hall and audio equipment and provide the morning refreshments. Suffice it to say, there was significant interest!

The Seminar –

We decided on a half-day seminar structured around two panels: **1.** Former law enforcement representatives who made a successful transition from the public to the private sector and **2.** Employers who regularly review resumes and hire former law enforcement officers or agents of all ranks (and several of the employers were also former federal, state or local law enforcement).

We purposely selected panelists from a variety of industries and people who could relate to police officers. We looked for 'home-grown' Philly [or near Philly] people who are now in successful second careers in the private sector. Our feeling was that the more 'local' we could make the presentations, the more relevance it would have to the attendees.

Panel 1 consisted of six former law enforcement officers/troopers representing Cultural Institutions or Museums, Communications/Cable Industry, Business Improvement Districts, Sports Teams & Stadium Security, Insurance and Educational Institutions.

Panel 2 – consisted of five local employers representing Worldwide Consumer Product Development/Distribution, Nationwide Private Contract Security Provider, Healthcare/Insurance Industry, Ivy League University Police Department and Private Investigations.

We worked with each Panel to ensure that their presentations covered key points from their perspective while minimizing any overlaps between presenters.

It is to be noted that ASIS President Steve Chupa was a strong supporter of the seminar and a participant on Panel 2. He spoke of the mission and security challenges within his company, Johnson & Johnson, and what he looks for when considering a former police officer for employment. He, as well members on both panels, underscored the value of association memberships and certifications – especially ASIS. Many of the participants on both panels are also current members of ASIS International.

The Feedback –

Unbelievable! Both formally, through attendee evaluation forms, and informally, via unsolicited phone calls and emails, the seminar was a resounding success. Key attendee comments were: *“We’re so grateful that the FOP and Philadelphia Police Department think this much of us to provide the seminar”*; *“I never knew my police experience was that marketable on the outside”*; *“The perspectives of each panelist has really helped me think through my next steps between now and retirement”*; *“I better get going now if I want to be competitive for another career”*.

Their main suggestions: More seminars, breakout sessions on resume writing and interview techniques, and a career fair.

The Future -

ASIS International has shown renewed interest in the seminar topic and format and hopes to conduct another pilot in the New York City area in the near future. The format will be similar to the Philadelphia experience, yet customized to the New York law enforcement and private security environment. The results of that pilot will help determine future ASIS interest and commitment.

As far as Philly goes – we can’t stop now. The FOP has asked us to host four additional seminars and assist with focused workshops and job fairs. Stay tuned!!!!!!!!!!!!!!!!!!!!!!!!!!!!

QUESTIONS/COMMENTS:

Any LELC questions or comments contact Dick Chase, Chairperson at Richard.E.Chase@usdoj.gov or LELC Newsletter questions or comments contact Jim Fetzer, Editor at jfa@tds.net

