

# NAWLEE NEWS

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**SEE  
NEXT  
ISSUE  
FOR  
2004  
CONFERENCE  
INFORMATION!**

## FIRST WOMEN LAW ENFORCEMENT EXECUTIVE OF THE YEAR ANNOUNCED!

### CHIEF

### SUSAN RISELING

#### NAWLEE

#### Woman Law Enforcement Executive of the Year

By Capt. Michelle Peralta  
Arlington County Police Dept.

The National Association of Women Law Enforcement Executives (NAWLEE) in partnership with Motorola, is proud to announce the recipient of its first annual Woman in Law Enforcement Executive of the Year award, Chief Susan Riseling of the University of Wisconsin – Madison Police Department. The Woman in Law Enforcement Executive of the Year award was presented to Chief Riseling on August 1, 2003 at the annual NAWLEE conference,

held in Tempe, Arizona. Chief Riseling was recognized for her extraordinary accomplishments and contributions to the field of Law Enforcement. She was nominated by several members of her staff including University of Vermont Police Chief Gary J. Margolis, Captain Dale Burke, Captain Brian Bridges, and Captain Todd Kuschel from the University of Wisconsin, Madison Police Department.

Members of the Professional Development Committee of NAWLEE, in partnership with Motorola, developed five specific criteria for this distinguished award, including the categories of Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions and Communication and a general justification statement



about the nominee. Members of NAWLEE's various sub-committees reviewed seven excellent nominations, and Chief Riseling was selected to receive the first award. It was evident from the nominator's written documentation that Chief Riseling excelled in each one of the established categories.

(Continued on page 2)

## MESSAGE FROM THE PRESIDENT

CHIEF VICKY PELTZER



**Wow! Tempe was awesome! What a great job Laura Forbes and all of her conference staff did!**

For those of you who couldn't make the conference, you missed a good one. For those of you who went, you know what I'm talking about. Thank you Laura and all those who helped.

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## NAWLEE BOARD OF DIRECTORS 2002-2003

**President** Vicky Peltzer, Chief,  
Univ. of Washington Police Dept.  
206-543-0521

[vpeltzer@u.washington.edu](mailto:vpeltzer@u.washington.edu)

**1<sup>st</sup> Vice President** Laura Forbes,  
Assistant Chief, Tempe Police  
Dept. 480-350-8311

[Laura\\_Forbess@tempe.gov](mailto:Laura_Forbess@tempe.gov)

**2<sup>nd</sup> Vice President** Lianne  
Tuomey, Captain, Univ. of  
Vermont Dept. of Police Services  
802-656-2027

[Lianne.tuomey@uvm.edu](mailto:Lianne.tuomey@uvm.edu)

**Secretary** Michelle Peralta,  
Captain, Arlington County Police  
Dept., 703-228-4080

[mperalta@co.arlington.va.us](mailto:mperalta@co.arlington.va.us)

**Treasurer** Susan Kyzer, Exec. Dir.,  
Florida Dept. of Law Enforcement  
407-275-4171

[susankyzer@fdle.state.fl.us](mailto:susankyzer@fdle.state.fl.us)

**Immediate Past President**  
Theresa Chambers, Chief, United  
States Park Police 202-619-7350

[chambers@mindspring.com](mailto:chambers@mindspring.com)

**Executive Director** Diane Skoog,  
Chief (Ret.) Carver PD

[Dmskoog@juno.com](mailto:Dmskoog@juno.com)

## CHIEF SUSAN RISELING (continued from page 1)

Chief Riseling has always shown a commitment to NAWLEE as one of its founding members. She saw the need and took the lead to assist in the creation of an organization to support women police executives in their professional development. She has served as Past President of NAWLEE and currently serves as Chair of the Legislative committee as well as a mentor in the NAWLEE Mentoring program. She is a leader and an asset to the public safety profession. She is involved in many areas and activities on a state and national level; she exemplifies the best qualities of commitment and dedication to the improvement of law enforcement in every facet.

For the past six years, Chief Riseling has led the University and College Section of the International Association of Chiefs of Police. She has served on the IACP Executive Committee and provided valuable input into the conduct of association business and serves on both the Civil Rights and Patrol Tactics committees. She is currently the 1<sup>st</sup> Vice

President of the Wisconsin Chiefs of Police Association and will become its President in August 2003. Chief Riseling has worked hard to earn the respect of her staff and has managed her department by choosing talented people to lead the various divisions and delegating as well as holding them accountable. Chief Riseling does not take full credit for the accomplishments but instead, recognizes the efforts of others through positive feedback.

Chief Riseling has worked hard to address racial profiling issues including enhanced training, installation of video cameras in patrol units and hosting a community event to bring the community together and build relationships. Nominators describe Chief Riseling as never afraid to try new things but with a tempered judgment on what works best for her staff and constituents. Chief Riseling continues to leave a mark on the agency that she leads, the associations she enjoys relationships with, and the people that come into contact with her. She has

an inner drive to be of service, to make a difference in the lives of her community, her friends, her coworkers and her colleagues. Chief Riseling is a leader, as a woman and as a police officer and she is a role model for everyone whose lives she touches each day. Congratulations to Chief Susan Riseling on receiving this prestigious award and to the other members that were nominated.

The National Association of Women Law Enforcement Executives is a nonprofit professional organization committed to the advancement of women serving the law enforcement community through education, support, training and mentoring. NAWLEE members include sworn, non-sworn, and associate criminal justice/public safety professionals working for city, county, state and federal agencies. NAWLEE's mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement. For more information on NAWLEE, visit their website at [www.nawlee.com](http://www.nawlee.com).

## MESSAGE FROM THE PRESIDENT

(continued from page 1)

I just have to mention a few things about the conference.

The speakers were wonderful and inspiring. What a wonderful group of women who serve as mentors for others.

Congratulations to all the nominees and Chief Sue Riseling, the recipient of the first NAWLEE/Motorola Woman Executive of the Year Award. All of you have contributed so

much to law enforcement and have blazed the trail for others.

Congratulations also to all of those present at the conference whom were promoted during the last year and received NAWLEE's first "glass ceiling" award. All present were pinned with a beautifully designed pewter glass ceiling brooch (this was Susan Kyzer's brainchild!). There were actually 42 NAWLEE members who got

promoted last year, at least the one's we know about. Congratulations to all of you! That is wonderful! Those who weren't present at the conference and were promoted will be receiving their glass ceiling pins shortly, in the mail.

The day prior to the conference, NAWLEE's Board of Directors and many members and past presidents, had a four hour session on strategic planning. During the session, which was facilitated by Ina Wintrich, from the Arizona Leadership Development Program of the Arizona Regional Community Policing Institute and Advanced

Public Executive Program, participants engaged in conversations about NAWLEE's strengths and weaknesses, opportunities and challenges for the organization, and what services are offered to members. Then we talked about the future. Part of the discussion included our values and beliefs, the mission of the organization, committees, our involvement with IACP and other organizations, membership and member services, public relations and marketing, board composition and leadership. We then broke into work groups. Each work group tackled key issues and came back with recommendations. (Continued on page 4)

## EXECUTIVE DIRECTOR'S MEMO

What a terrific conference this year! Assistant Chief Laura Forbes and her staff out did themselves in providing us with first rate command training sessions, a fun packed social night and a powerful and very emotional afternoon with some of the Women From Ground Zero. My only complaint was that we could have used more time together.

Now I'm off and running for the next two months as NAWLEE reaches out to other areas and organizations.

As I write this, I am on a plane enroute to the International Association of Women Police conference in San Francisco. This will be our first time at their conference and I am looking forward to networking and making new friends as I spread NAWLEE's message to a new market of potential members.

Two weeks after San Francisco, NAWLEE will be cosponsoring regional training with the Roger Williams University in Rhode Island. This will be their 3rd annual Women in Law En-

forcement Seminar. Information on this seminar can be found on our web site.

Then I will be representing NAWLEE at the retirement party of Chief Alana Ennis of the Burlington, Vermont Police Department.

Chief Ennis is one of the main founders of NAWLEE who recognized the lack of formalized training available to help prepare the women in law enforcement for command positions, hence, the formation of NAWLEE.

Chief Ennis has had a brilliant career in the public sector and will be missed. She is leaving to become the Director of Security and Administration with General Dynamics Armament and Technical Products. We wish her the best of luck in her new career move.

My next stop will be to Chicago to meet up with the Board of Directors as we continue to work on the strategic plan for NAWLEE's future. We accomplished a



great deal in Tempe as we laid the ground work for a long term plan – now we need to put it all together.

And my last scheduled trip this year will be to the International Association of Chiefs of Police conference in Philadelphia. We will have our booth there and be passing out information about NAWLEE. We also hold an informational meeting there to let others know about NAWLEE and this is usually very well attended.

As you can see, this is an extremely busy time of year for NAWLEE!

## INTERESTED IN INTERNATIONAL TRAVEL AND TRAINING?

The U.S. Department of Justice, Criminal Division, ICITAP program will have future openings for full time Justice Department positions, and, short or long term consultant positions, in our International Law Enforcement Development Group. Some of the positions will be based in Washington, DC. Most will involve international travel from you home base. We develop and rehabilitate national police forces in emerging democracies and post-conflict countries around the world. Some of the highly sought-after skills include experience with: Leadership; Command and Control issues;

(Continued on page 4)

## CONFERENCE WRAP-UP HERE'S WHAT YOU MISSED! ASST. CHIEF LAURA FORBES, TEMPE, AZ

The 8th Annual NAWLEE training conference was held from 7-31-03 through 8-3-03 in Tempe, Arizona. One Hundred registrants, with another 30 presenters, guests and volunteers enjoyed great training, networking, and social activities.

Friday's opening ceremony was very impressive with the Colors being posted by a multi-agency, all female, Honor Guard. The National Anthem was sung beautifully by Phoenix PD Sergeant in Training, Shelly Munoz. Participants were welcomed with remarks from Conference Host Laura Forbes, Tempe's Vice Mayor Barb Carter, Tempe Police Chief Ralph Tranter, NAWLEE President Vicky Peltzer and IACP V.P. Mary Ann Viverette. Vice Mayor Carter found a few laughs in her declaration of how difficult it



is to be a woman politician. She explained how tricky it is to put make-up on two faces... Our traditional uniform day yielded a colorful display of uniforms from across the country. The

group photo is really something to behold...a copy should be posted on the NAWLEE website.

The general session included an excellent presentation on Persuasive Communication Skills by Christine Muldoon. Chris' background and research, coupled with her high energy and sense of humor, made for an enlightening and entertaining session. Remember ladies...."Sparkle and Circulate."

Just after lunch, NAWLEE, in partnership with Motorola, presented the 1st Annual Women Law Enforcement Executive of the Year Award to Chief Susan Riseling of the

(Continued on page 7)

## NAWLEE PROMOTIONS/CHANGES

### Retired:

**Colonel Teresa M. Kettelkamp**—from Illinois State Police after 29 years of service.

### Promotions:

#### **From Commander to Chief:**

**Betty Kelepecz**—from Commander at the Los Angeles Police Dept. to Chief at the San Diego Harbor Police, San Diego, CA

#### **From Lt. Colonel to Colonel:**

**Kathleen Stevens**—Illinois State Police, Springfield, IL

#### **From Captain to Major**

**Martha Catalano**—Massachusetts State Police, Framingham, MA

#### **From Lieutenant to Captain:**

**Joan Dias**—Tampa Police Dept., Tampa, FL.

#### **From Sergeant to Lieutenant:**

**Nila Miller-Cronk**—Indiana State Police, New Castle, IN

## WELCOME NEW MEMBERS!

**Lieutenant Debbie L. Adamy** - Daytona Beach Police Department, Daytona Beach, Florida

**Director of Administration/  
Major Karen Albert** - Arlington County Sheriff's Office, Arlington, VA

**Karen Allen**—Communications Administrator, Tempe PD, Tempe, AZ.

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## PRESIDENT'S MESSAGE

(CONTINUED FROM PAGE 2)

Some will be approached this year and some of the strategies will be more long term. The Board of Directors are meeting in October to lay out the plans. One of the immediate steps is to have a Marketing and Public Relations committee. Annette Spicuzza has agreed to chair this committee. We have also dissolved the Legislative Organizational Liaison committee and have absorbed those responsibilities into other areas. We will report in our next newsletter the results of our October meeting and let the membership know what we have outlined.

If you are interested in serving on a committee, here are committees and their chairs:

Organizational Structure – Chair is Electra Theodorides-Bustle-Responsible for by-laws, and managing and directing the elections

Membership – Chair Cathy Atwell—Responsible for developing the categories of membership, soliciting new members, membership services, and development of necessary forms

Professional Development – Chair Susan Rockett - Responsible for developing training and job opportunities for the membership (not responsible for conference training)

Marketing/Public Relations – Chair Annette Spicuzza-Responsible for advertising, spreading NAWLEE's name and marketing NAWLEE to different venues

Publications – Chair Kathy Stefani-Responsible for developing and maintaining documents, brochures, newsletters, and websites

I also wanted to thank everyone for having the trust and confidence in me in

year as your President. I have truly enjoyed the challenge and have enjoyed working with the wonderful men and women who make up our organization. I look forward to another busy year and helping our organization grow. I think the strategy session was extremely helpful and some wonderful ideas came out of the session. Congratulations also to the new Board of Directors. You have a great group of women on the Board and as committee chairs. Some are continuing in their role from last year and some are new to the board. Welcome Laura Forbes, 1<sup>st</sup> Vice President and Michelle Peralta, Secretary, new members to the Board. Congratulations to another term for Susan Kyzer, Treasurer, and Lianne Tuomey, 2<sup>nd</sup> Vice President. The committee chairs need your help, so don't be bashful. Call them and let them know what you can do to help them.

We now are up to 325 members! That is fantastic, but, there are many more potential members out there that we need to recruit. If you know of someone within your state, region, area, or department, that you know are not members, help them to understand the value of NAWLEE and get them to join. We need your help. If you hear of someone getting promoted, let us know so we can recognize those who have gotten promoted and also to recruit those who are not members. We need you HELP!

For those of you who attend the annual International Association of Chiefs of Police (IACP), NAWLEE always has a meeting during the conference. IACP is in Philadelphia this year. The NAWLEE meeting

will take place on October 23 from 2:00-4:00 pm, at the Hilton Garden Inn, right across the street from the Convention Center. Make sure you include that in your conference schedule. Don't forget to come by and visit the NAWLEE booth at the Exhibition Hall. Our Executive Director, Diane Skoog, will be staffing the booth again this year.

And lastly, don't forget to mark your calendars for next year's conference in Arlington, Virginia. Captain Michelle Peralta and her staff are already busily at work making plans for next year's conference.

### Travel/Training

(Continued from page 3)

Community Policing; Internal Affairs; Anti-Corruption; Academy training; field training; curriculum development; Investigative Services; Customs and Borders; Port Security; Counter-terrorism; Money Laundering; Counter-narcotics; Task Force development and Information Management.

This is a general solicitation. Please submit resumes and letters of interest to William D. Baker, Assistant Director for Regional Operations at [William.Baker@usdoj.gov](mailto:William.Baker@usdoj.gov).

### FROM OUR NY FRIENDS!

Dear NAWLEE Members,

On behalf of myself, Carol Paulkner and Sue Keane, we wish to thank you once again for your hospitality while we attended your conference in Tempe, AZ.

The flight home to New York was filled with recounting our time spent with you. We laughed and recalled all of our adventures while in Tempe. Unfortunately, we had some extra time to reminisce due to the delay in our landing in New York. New York City was experiencing

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## BEYOND ETHICS: THE CASE FOR COMPASSIONATE POLICING

By Lieutenant Marcy J. Miller, Scottsdale Police Department

The byword of policing in the '90s has been "ethics." Departments nationwide have incorporated multi-tiered ethics programs, the best of the country's law enforcement speakers and administrators have delivered speeches relating to every aspect of ethics and top educational institutions have offered courses involving ethical decision making. It seems readily apparent that, despite the challenges continually faced by American police agencies, the mantra of "ethics in policing" has been eagerly embraced by most officers and administrators. Who can resist the charm of a word embodying logic, rationality and—most of all—"the right thing to do"?

Yet concentrating solely on ethical actions creates a lopsided equation. One can be ethical without being compassionate.

Community policing has laid the groundwork for a generation of officers motivated by compassion as well as ethics—by a commitment to good works as much as to good work. Agencies have learned to be truly responsive to communities, to consider the "big picture" and to avoid being statistic-driven in enforcement goals. The next step in delivering quality service is to put heart back into policing in those places where it currently does not exist.

Few people are so privileged in their jobs as to be able to do a tremendous amount of good with relative ease. Law enforcement officers often fail to recognize the power they have in this regard. They often reason they are saving lives or preventing crushing property loss by taking enforcement action, yet don't realize the incredible difference they may make by simply treating people with kindness. An officer who stops a motorist for an equipment violation, for example, seldom considers that a simple traffic stop is stressful for the average citizen, that a citation is at the very least an inconvenience—if not a severe burden—and overall, it is relatively high on the list of negative experiences. Yet a motorist stopped for the same violation—who is advised on the practical need for correcting the problem and released with a sincere and courteous warning—actually comes out of the experience more positively than the first. An officer who writes numerous citations in one shift can seldom appreciate the impact his actions may have on the individual driver who might be stopped once in five years' time.

Similarly, officers often overlook the trauma an arrest causes the average person. It's reasonable to expect a significant portion of arrestees to act badly during arrests, whether it entails crying and screaming or resisting and assaulting. Officers are well trained to respond to resistance and assault, but seldom give a thought to the tears, screams or fears of the persons they are arresting. Occasionally, offenders commit suicide in their jail cells or even after release—a testament to the serious impact an arrest may have on some individuals. Ironically, law enforcement makes good-faith efforts at suicide intervention, yet often has only a casual relationship with the concept of suicide prevention. A measure of simple compassion—such as validation of emotions or a word of reassurance during the drive to the station—can make a great difference in an arrestee's emotional state and can often influence their behavioral state as well.

Administrations often describe this as "respecting the dignity of the individual." It is one of many values that can be lumped together under "compassion." Officers need not avoid citations or arrests in order to exercise compassion; it is often enough to merely communicate on a personal level or to speak in a soothing tone. None of these suggestions conflict with the concept of enforcement but rather supplement it—just as problem-oriented policing strategies serve as supplements, not substitutes, for traditional enforcement action.

We fail our officers by encouraging them to harden themselves against emotion. We have a misguided perception that tougher officers survive better emotionally than those who may be troubled by the tragedy of the streets. I believe officers who make an emotional connection to citizens and can empathize with rough situations are mentally more durable than those who steel themselves against any hint of emotion. Repressed emotion—whether anger or sorrow—is stressful.

Rather than advise our officers to avoid personal involvement in their cases, we should advise them to get involved. Once, while a patrol watch commander, I had one of our best officers stop by my office and say, "I think I'm too compassionate to be an officer." He had dealt with a troubled teenager that day, and wondered if it was "abnormal" that he wanted to call and check on her a few days later. Patrol officers are so often exposed to citizens in severe crisis, and never get to see the success stories—or fully contribute to them. An officer who takes the extra initiative to call a victim weeks later may benefit from hearing that things are working out. He may begin to appreciate that crisis and tragedy are not the only constants in the world.

A friend who retired after 25 years in law enforcement used to bemoan a fundamental dichotomy in policing: we hire kind young folks, train them to be highly professional, authoritarian machines, and send them out into the world without looking after their idealism. Supervisors and managers often impatiently think that these attitudes are naive, but we forget the many ways, both small and large, in which we can change a life or a series of lives.

There is a Ray Bradbury story about a time traveler who steps off the authorized path and does nothing more than squash a butterfly. When he returns to his own world, it has changed dramatically and frighteningly because of this small action. We may well be the travelers who change the world every day, not through the mass murderer we arrest once in a career, but through the butterflies we thoughtlessly crush during our day-to-day contacts.

I urge police administrators to encourage officers to reach beyond ethics to embrace compassion in their work. For their own survival, as well as the greater good of the community, we need to watch for the butterflies at our feet.

**HELP US KEEP  
IN TOUCH WITH  
YOU**

Please forward any  
name, address,  
rank and agency  
changes to :

**Executive Director,  
Diane Skoog at  
dmskoog@juno.com**

## BREAKING THE GLASS CEILING

NAWLEE's Executive Board decided more communication with the membership was a priority this year, so a "Breaking the Glass Ceiling" pin was developed to recognize our members who have been promoted during the year from conference to conference. The pin was designed by women who know the importance of being recognized for the value women add to every organization, particularly in male dominated fields.

Achievement is one of NAWLEE's recognized values and celebration of achievement is what the "Breaking the Glass Ceiling" pin represents. NAWLEE was proud to recognize the promotion, selection, or achievements of the following women at the 2003 conference: Sgt. Paula Balafas, Wheat Ridge (CO) PD, Major Jane Castor, Tampa (FL)PD, Sergeant Laura Dyer, UMPD(MD), Asst. Chief Cathy Ellison, Austin (TX)PD, Lt. Sonya Gil, Austin (TX)PD Chief Anne Glavin, CSUDPS(CA), Sgt. Cathy Haggerty, Austin (TX) PD Director Marlene Hall, Syracuse (NY)Univ. DPS, Lt. Penny Kimball, Sarasota Co. (FL) SO, Lt. Dianna L. Marshall, Rice Univ. PD(TX), Lt. Roseann Richard, SSUPD(CA), Lt. Karen Soley, UWMadisonPD, Captain Roe Manghisi, NJSP, Lt. Joan Verizzo, Sarasota Co.(FL) SO.

A total of 45 women were promoted in rank, selected for a leadership role, or selected as Chief since the 2002 conference in Seattle. Members who were not able to attend the 2003 conference were mailed their pins and letter of congratulations after the conference.

## A MENTORING SUCCESS STORY

By KAREN E. ASHLEY, DEPUTY POLICE CHIEF, PEORIA PD POLICE

In the late 1990's, law enforcement agencies throughout the nation were understaffed and hard pressed to find well-qualified applicants who were looking at a new or even continuing career in law enforcement. The Peoria (AZ) Police Department, a growing agency just west of Phoenix, was doing everything we could to fill the vacant positions without lowering hiring standards. In addition to finding candidates that met minimum qualifications, retention of newly hired police recruits became a challenge. Many police recruits were resigning from the police academy during the first couple of weeks for other than academic reasons or injury. It appeared that most of these resignations resulted from the "culture shock" the recruits experienced when submersed into a paramilitary and heavily disciplined environment.

To address the retention issues and alleviate some of the stress the new recruits were experiencing, the Peoria Police Department implemented a Mentoring Program for all newly hired sworn positions in 2000. Veteran officers are paired up with new hires and serve as mentors for them. They provide a guide and a source of reference and encouragement as recruits and new officers transition into their new career and work environment. Inter-

action between the mentor and protégé is informal, but a minimum of once per week. If additional time is needed to discuss problems or offer support or guidance, the Mentor has the flexibility to take whatever time is needed to ensure the success of the protégé.

The Mentor/Protégé pairs are established prior to sending recruits to the police academy, and are assigned during the FTO period for lateral hires. Mentors are selected after a screening process which ensures only those people dedicated to the program and committed to helping others succeed participate. A Police Sergeant is the designated Mentor Coordinator, and completes monthly and annual reports on the effective-

ness of the program.

Since its inception, this program has dramatically increased retention efforts, and has been the foundation for the development of significant personal and professional relationships. The Mentoring Program has benefited the employees involved and the organization as a whole, and continues to be program that defines success in the Peoria Police Department.

If your Department would like more information on developing a mentoring program in your organization, please contact me at:

Karen E. Ashley  
Deputy Police Chief  
Peoria Police Department  
623.773.7057  
[karena@peoriaaz.com](mailto:karena@peoriaaz.com)



The 8th Annual NAWLEE training conference opened with an impressive display of the Colors being posted by an all-female, multi-agency Honor Guard.

## CONFERENCE WRAP-UP

(CONTINUED FROM PAGE 3)

of the University of Madison, WI Police Department. Susan's accomplishments, innovations, and overall dedication to the law enforcement community are all very impressive and she was well deserving of the award (a beautiful crystal lioness on a marble stand). Nawlee Treasurer Sue Kyzer also launched the inaugural "breaking the glass ceiling award" and presented a pewter pin to any Nawlee member who had been promoted over the past year. Congratulations to one and all.

Friday afternoon's session was riveting and highly emotional. The presentation, "Women at Ground Zero, Stories of Courage and Compassion" outlined some amazing stories as told by Authors Susan Hagen and Mary Carouba. Participants also heard some of the stories firsthand from 3 of the women there on September 11<sup>th</sup>. Sue Keane, Rocky Jones, and Carol Paulkner evoked a great deal of emotion from the crowd with their recollections of the traumatic event. Dr. Sarah Hallett also described her role with CISM in helping those involved with the emotional aftermath. The presenter's courage, commitment, and candor impressed the Nawlee Board so much that they were all made honorary members of Nawlee, right there on the spot.

hosted a reception in honor of Sue Riseling at the Bamboo Club on Mill Avenue. The food and beverages were great. As an extra special treat, a radical group called the Phoenix Anarchist Coalition hosted a protest in our honor in front of the hotel. On the way back from our reception, some of our members engaged in conversation with the protesters (who were protesting police brutality) and ultimately charmed them into taking photographs with our members. There you go....another twist on the Magic of Nawlee!

On Saturday participants had the opportunity to attend 4 of 6 workshops offered. Topics included: Keeping Balanced – Avoiding the pitfalls of stress; Homeland Security – Ideas for a comprehensive response plan; Using the Media to your Advantage; Missing and Abducted Children; Leadership Skills – The Value and the Versatility; and, Excelling in Promotional Processes. Feedback from participants was that the instructors were very credible and the workshops were personally and professionally beneficial.

Saturday's lunch featured many, many...maybe too many, raffle prizes and the annual Nawlee Business

heard committee reports and saw Roe Manghisi from New Jersey receive the new member recruitment award from Membership Chair Jane Castor. Enjoy your visit to Florida Roe! The meeting also included the annual election of officers. Your Executive Board for the coming year includes Chief Vicky Peltzer as President, Asst. Chief Laura Forbes as 1<sup>st</sup> V.P., Captain Lianne Tuomey as 2<sup>nd</sup> V.P., Director Susan Kyzer as Treasurer, and Captain Michelle Peralta as Secretary. Diane Skoog will continue to serve as Executive Director.

Saturday night's social event was lots of fun. We were treated to a mariachi/margarita welcome, great food, a live band, games of skill, and a casino night. Those who were not gambling got to witness some shocking developments at the Taser International demonstration booth. The crowd also learned a few new Salsa steps – as demonstrated quite nicely by people like Laura Dyer, Susan Kyzer and Sue Keane! However, perhaps the best surprise of the night was when Roe Manghisi got the band to let her do a solo performance of Patsy Cline's "Crazy." She did a great job and dedicated it to all her friends in Nawlee – Very appropriate!

Sunday morning's Successful Women's panel was just that, a big suc-

cess. Chief Vicky Peltzer, Asst. Chief Dee Taylor and Special Agent Supervisor Sandra Wilson from F.D.L.E. all provided interesting insight into their journey through the ranks of law enforcement and gave those present positive advice on how to excel in their endeavors.

The Tempe Mission Palms Hotel was a terrific venue for the conference in that they catered to our every need. Everyone was spoiled by the hotel's free "all day snack shop." At least one participant was heard exclaiming that she really loved the snack shack because it felt a little like legal shoplifting – "grabbing whatever you want without paying for it!"

Finally, the conference committee and volunteers worked tirelessly to insure a great time for everyone. Participants appreciated their friendly "can-do" attitudes and their efforts to meet personal needs and make the sessions, social events, and hospitality room as enjoyable as possible. They certainly succeeded.

All in all it was an excellent conference. If you weren't there you certainly missed out and you have to plan on coming to the next one. Team Arlington was there and taking lots of notes. They have already begun their preparations for next year's conference and we look forward to seeing you all there.

On Friday night, Motorola

Meeting. Participants

was just that, a big suc-



**UNIFORM DAY AT THE 8TH ANNUAL NAWLEE CONFERENCE, TEMPE, ARI-**



**MANY THANKS TO-  
LAURA FORBES AND  
HER TEAM AT TEMPE**

(L to R)

Debbie Byers-Black,  
Brenda Buren, Karen  
McNeil, Shelly Ryan  
(on bar), Susan  
MacFarlane, Fran  
Dalgar, Rose Down-  
ing and Laura  
Forbes.

Marci Ellison—where  
are you????



The State Police contingent:: (l to r) Lt. Laurel Norris-Arizona Dept. of Public Safety; Capt. Genny May-Louisiana SP; Lt. Keely Weaver-Florida Highway. Patrol., Capt. Kathy Stefani, Mass SP and Capt. Roe Manghisi-New Jersey SP.



The Women from Ground Zero: (l to r) Sgt. Sue Keane-NY Port Authority PD, Battalion Chief Rochelle "Rocky" Jones-FDNY and Carol Paulkner, NYPD holding a signed "Ground Zero" photo raffled to raise money for the National LE Officer's Memorial Museum.



Tempe's Vice-Mayor Barb Carter Shared Her Thoughts And Welcoming Remarks At The Opening Ceremony



The 2004 Conference Team from Arlington CountyPD: (l to r) Capt. Bonnie Court, Capt. Michelle Peralta, Lt. Karen Herchenroder and P1 Loreann Grimes. GOOD LUCK AND THANK YOU!



ROE WOVES EVERYONE WITH HER RENDITION OF PATSY CLINE!



DANCING THE NIGHT AWAY AT THE CORONA RANCH!

## ARE THE MIRANDA WARNING REQUIREMENTS TO CHANGE?

BY LT. PENNY FISCHER, J. D.

MICHIGAN STATE UNIVERSITY POLICE DEPARTMENT

The famous decision delivered by the United States Supreme Court in Miranda v. Arizona, 384 US 436 (1966) set a standard for law enforcement that has gone through some growing pains. In Dickerson v. United States, 530 US 428 (2000), the Supreme Court made a critical decision to say that Miranda was more than just a prophylactic rule and is actually one that impacts a constitutional right. By making that decision, it changed the underlying analysis in many subsequent decisions. Miranda requires law enforcement officers conducting police interrogations to read to persons a set of standard warnings regarding their Fifth Amendment right against self-incrimination. These warnings include a statement that they can remain silent, that what they say can be used against them and also that they have the right to have counsel present. The latter right actually is not contained in the Fifth Amendment but is an extension of the language from the Sixth Amendment's right to counsel in adversarial judicial criminal proceedings. With Dickerson, the Supreme Court reinforced these two amendments constitutional impact on deterring police misconduct.

There are now three more cases currently pending before the Supreme Court this year that will have some impact on these decisions. Many police are proposing that Miranda warnings may become a requirement of the past. This has not been the trend, but changing faces on the Supreme Court, and those that could occur in the next few years, may begin to change some of that history.

In United States v. Sellers, 285 F.3d 721 (8<sup>th</sup> Cir, 2002) the United States Court of Appeals decided a case involving an issue of Miranda in Lincoln, Nebraska. In that case two po-

lice officers went to Mr. Feller's home to arrest him for a conspiracy case. He invited the police into his home after they explained that they wanted to talk to him about an indictment being sought



**Lt. Penny Fischer**

against him. At that time, Feller's admitted to being involved with the associates that the police named and to using drugs. At no time during this conversation did the police advise him of his rights.

The police then arrested him, took him to jail and then read him his rights. Fellers sight the rights form and agreed to speak to police. He reiterated what he had said in his home on his being involved with the others. The issue in this case is whether his statements at home tainted his statements after Miranda. The court looked at the voluntariness issue of his waiver of his rights at the jail and the custody issue for his statements in his home. The court of appeals decided that the statements made at the home did not impact his voluntary waiver of his rights at the jail so those statements could be used against him.

In Missouri v. Seibert, 93 SW3d 700 (2002), the Missouri Supreme Court examined a case of Miranda involving a homicide investigation. Police had information that Seibert may

have conspired to kill two children in her home and set a fire to hide the crime. The detectives investigating the case asked police to go to her home, arrest her and bring her to the station. He specifically told them not to advise her of Miranda because it was a technique he had learned in a class on interrogation. He interviewed her in a room for 30-40 minutes and obtained incriminating admissions. He then left her for 20 minutes and returned to interrogate her. He then administered warnings, which she waived. She confessed

and that was used to convict her. The Missouri Supreme Court threw out her confession because it was tainted by the earlier confession made without benefit of her rights. They gave a very clear admonition to police to not intentionally provoke a confession or admission and then utilize Miranda to try to salvage the confession.

In United States v. Patane, 304 F.3d 1013 (10<sup>th</sup> Cir, 2002), the United States Court of Appeals for the Tenth Circuit heard a case involving suppression of evidence taken in violation of Miranda. They upheld the District Court determination that this evidence was the fruit of a Miranda violation. In Patane, the court of Appeals said the arrest was not illegal, but the gun that was derived from a Miranda violation statement was illegally obtained. It became tainted when the police began to five Patane his rights and he stopped them from completing them. He told them he knew his rights. This is a case that looks at whether or not the Miranda case raises a standard high

enough into the areas of a constitutional right that automatically requires suppression of illegally obtained evidence.

In all three cases, the issue of Miranda's decision is again at the forefront and will have a dramatic impact on police. Some legal scholar's predict it will either be the reaffirming of the role of suspects rights against improper police conduct or the demise of the need for the rights. In either case, it will make for interesting discussion.

(The views expressed here are the opinion of the author. Please consult with your own legal representatives before you implement any of the material presented here in your own jurisdiction.)

(NY cont. from page 4)

severe weather and we were temporarily re-routed to Washington, DC. But once again, we, as all of you, can handle just about anything.

We were all impressed with the quality of the workshops that were presented. NAWLEE should be commended for their choices of instructors and topics covered during the weekend. But, this shouldn't overshadow the outstanding social events. We had a great time, especially at the Corona Ranch.

The experience of sharing our stories with you has seemed therapeutic. But the true healing came from meeting your outstanding members. All three of us were impressed with the warmth, compassion professionalism and fun-loving nature of your group.

We have received our Honorary Membership packages and are discussing our attending your conference in 2004.

Thanks again for your hospitality and friendship.

Warmest regards,  
Rochelle Jones  
Battalion Chief  
FDNY

# ADVICE TO A DAUGHTER

Dear Chief Peltzer,

I am a writer and the father of a brand-new baby girl, Mia Grace. I am working on a book, "Advice for Mia," that will include advice from successful women from many different fields--sports, politics, business, medicine, law--sort of woman-to-woman tips for Mia.

I have collected responses from women across the country, including leading scholars, athletes, artists, executives, writers, politicians, military officers, teachers, lawyers and physicians. I was hoping you might be willing to join the group.

Some women have shared with Mia the same words that someone once gave them for motivation; others have shared what it takes to achieve your dreams in today's world; still others have shared their philosophy of success.

Perhaps you could take a few moments to jot down a few thoughts and tell Mia, "What has been the biggest factor in your personal and/or professional success and why?"

I appreciate any time you

can give this.

Thanks again,  
Milo Falcon  
Roswell, Georgia  
United States

Dear Mr. Falcon,

What a wonderful idea for your daughter. Good for you. Here's some thoughts I would give her.....

Do what your heart tells you to do. Fulfill your dreams. I dreamed of being a police officer and became one, even amongst many obstacles. I have never regretted going after my dream. I never dreamed that I would retire as a lieutenant, and even more so never dreamed of becoming a police chief. But, to get there, I grabbed opportunities, seized moments, jumped into those windows of opportunities, and here I am. I didn't listen to people who said that law enforcement was not for women. I feel it was my place in life and God chose me to do this line of work for a reason.

Do what is right. You will probably have to make some

very difficult decisions in your life. Always do the right thing. If it is wrong, don't do it! It may be difficult to do the right thing, but do it anyway. You will be respected for that. You will make mistakes. Everyone does. The key is learning from your mistakes and moving on. I have learned from one great leader, that there are no mistakes, just unexpected outcomes. What wise words. Don't be afraid to admit when you've made a mistake or there was an unexpected outcome.

Life creates many bumps in the road and you chose how to deal with them. You can build bridges over them, detours around them, or ride the bumpy road. If you let them get in the way, you will fail. Learn to deal with them in a constructive way.

Balance your life. Family is important. If you want to have a career, learn to balance your private life with your career. Go to school and complete your education. Have friends outside of your work place and do things outside of your job. Volunteer. Enjoy life. Appreciate all

the wonders in life. Have faith. If you are not happy, make a change. Life is too short to be unhappy. Accept those things that you cannot change, but have the courage to change those things that you can.

My favorite sayings are....

The Serenity Prayer: "God grant me the serenity to accept the things I cannot change, courage to change the things I can, and the wisdom to know the difference."

The "door" to success reads "PUSH"

The louder the words, the weaker the argument.

Lastly, I would tell your daughter that there is a place for everyone on this earth. I believe that people are chosen for certain occupations. I could not be a nurse or a doctor. I have no interest in being an electrician. You can be successful at anything you set your mind to do. Just realize that you will not be good at some things, but will excel at other things. Accept it. Go after those things that you are good at. Laugh at the things that you cannot do well.

I wish you the best of luck.  
Vicky M. Peltzer



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3 Dunham Street  
Carver, Mass. 02330

Phone: 781-789-9500  
Fax: 508-866-6936  
Email: info@nawlee.com

We're on the Web:  
[www.nawlee.com](http://www.nawlee.com)

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**WELCOME NEW MEMBERS!**