



Cumberland County Sheriff's Office – 2016 Year in Review

Law enforcement is many things but largely, it really is a study of human behavior. With few exceptions, we humans are fairly predictable and often times, we possess very similar characteristics. One common characteristic is that we are forever looking and planning for the future while forsaking the present. We are particularly obsessive with this phenomenon in the realm of law enforcement. By virtue of what we do, we are always planning; the very foundation of what we do is built upon planning for things that may never happen. We excitedly look to the future as an opportunity to make things better, train better, and accomplish projects. If you are introspective, you may occasionally pause to give thanks that there is another chapter of your life in front of you to plan for, but directly after giving thanks, you wonder how you got so far in to the "book" already. "Where did the time go"? How many times have you said that while pausing momentarily, as if you are waiting on an answer? You quickly realize your question is rhetorical and it is relegated to the collection of fleeting moments you devote little attention to. Your brief period of introspectiveness is replaced with more future-thinking...If only we had a crystal ball.

It is a painfully unfortunate irony that the only thing powerful enough to cause us to break this future-thinking cycle is tragedy-induced emotion experienced in the very life that we are trying to plan away. On February 3, 2016, this irony was realized by hundreds when Corporal William Cline passed away suddenly, in his home from a heart attack. He had positively influenced so many people, it took his death for all of us to stop, seize the moment and realize just how extensive his influence was and how truly precious the gift of life is.

Bill was 51 years old when he died and the chapters in his "book" are an amazing read. He didn't get into law enforcement until after the completion of his first career. After Bill graduated from Big Spring High School he enlisted in the Marine Corps as an infantryman for 3 years. Upon completion of his service with the Marine Corps, he promptly re-enlisted with the United States Army where he served a 20 year career as an Explosive Ordinance Disposal Technician with multiple deployments. During these deployments, Bill lost soldiers under his command. Ultimately, Bill took the tragedy of these losses and molded it into something positive that he would carry with him until his last day. It is these early life-shaping experiences that created the core of Bill's professionalism and training ethic that we were all so fortunate to be a part of and to have benefited from. When Bill retired from the Army, he returned to Cumberland County and was hired by the Cumberland County Sheriff's Office in 2006. In 10 years, Bill went from a graduate of the Deputy Sheriff's Training Academy to becoming one of their lead instructors teaching both Basic and Waiver curriculums in the subject matter of defensive tactics, firearms and physical security. He was instrumental in paving the way for many others from his office to

also have opportunity to teach at the Academy. At home, he served on the Cumberland County Special Response Team first as part of the entry team, then as a forward observer/sniper. He was a part-time employee and adviser to MG Tactical and contributed to the training of municipal police officers and probation officers and civilians as needed. Additionally, he took the time to teach first responders an awareness level IED class he wrote, complete with inert training aids he built for the class.

Within the Sheriff's Office, Bill was promoted to Corporal and he served as our lead firearms instructor. The importance of training that Bill had learned over the years was impressed upon his coworkers in the office and he was an integral part in the modernization of our training procedures shortly after he was hired. In confidence, he would disclose that he was kept awake some nights by thoughts that someone could not come home to their family at the end of their shift because they didn't have the training needed to work through the challenges they faced. Many mornings, before work would start for the day, he would seek out coworkers and start the conversation with "you know, I was thinking last night..." He was thinking when we were sleeping. He was our sheep dog.

Bill's untimely death made us all stop and reflect. We put less importance in future that is not guaranteed and we try to embrace the here and now. Just like during his presence, his sudden absence has made us want to be better. Bill had said that he wanted to bring all of law enforcement together regardless of the patch we wear. His memorial service was a testament to the success of his life-long efforts. Sheriff Ronny R. Anderson's words at Bill's memorial were poignant.

Hero

Honor, Respect, Leadership, Character, these words are used often to describe people's personality traits, but few stop to reflect as to what they *really* mean. Words like these were created to describe individuals like Corporal William Cline. Each one of them individually defines a piece of Bill; all of them represent who Bill was and what he stood for.

I am honored and saddened today to stand before you. Bill made an impression on our office that will never be filled. He tirelessly promoted us, trained us and watched over all of us. His personal and professional experiences shaped who he was and provided him with his tireless motivation. His effect on people was all encompassing, to include serving this country to putting a smile on the kid's face who just received a Junior Deputy sticker from Bill...He carried a stack of those very stickers so he could make kids smile and leave them with a positive image of our profession.

With his co-workers, that positive image of the profession was reinforced from the day you met Bill. He took new deputies under his wing and took pride in being a mentor to them. Often times that mentorship involved a trip to the unofficial *Cline/Gutshall Tactical Range*, for some valuable training and bonding; you left there knowing he had your back and that he was special. As deputies progressed, he reinforced them along the way, always pushing them to be better at what they do. He was never shy about handing out accolades and if you earned constructive criticism, you got that too; regardless, both made you better.

His motivation was his life and his family. His vast experiences, both good and bad, made him appreciate things we tend to take for granted. He loved his family and his training and experience is what allowed him to go home to them every night, regardless of what challenges he faced at work.

I know Bill wanted all of us to be afforded that same opportunity with our own families and as a result he was a relentless trainer and educator and took our safety and success personally.

He made lasting impressions on everyone he interacted with, a fact that is obvious by looking around the room. I wanted to take a few seconds to share some of the memories he made with some of my staff.

Corporal Dennis Fry's Favorite Story

Bill and Denny were working our 2-10 shift and were scheduled to serve a PFA on a young man in Carlisle Borough. In a PFA, the court can order certain prohibitions on you as the defendant. In this particular case there was a special addition to the PFA that ordered this young man to stay out of Kentucky Fried Chicken. Dennis informed Bill that there is no way he would be able to keep his composure during the service of the PFA. Bill outranked Dennis at the time, but instead of ordering Dennis to serve it, Bill served it. During the service, the young man was completely "OK" with all of the things spelled out in the order until they got to Kentucky Fried Chicken issue. After hearing he was not allowed there, he interrupted by yelling to his mother...."***Hey MA...Where am I supposed to get my Chicken at?***" Bill and Dennis were never the same after that....

Sgt. Wards Favorite Story

Bill and Deputy Stephen Bender were responding to an AED call for a female that was suspected to be in cardiac arrest. We started to carry AED's in our cars because often times we could beat EMS services to the scene. In this particular case, Bill and Steve arrive on scene and begin to treat this woman who appears unconscious. Steve is checking vitals as Bill powers up the AED. Protocol for AED use on a female is the removal of clothing from the waist up. Bill, ever vigilant, is attempting to follow his training to the "T" and remove her clothing. His efforts are interrupted by Steve getting Bill's attention and informing him that the female they are trying to help is in better shape than they had thought because she is trying to fight with Bill to keep her shirt on!

Corporal Noah Cline's Memory

The daily work routine for the Sheriff's Office can include long trips. On these trips, deputies look forward to some down time and a chance to talk with their partner and solve the World's problems. Over the course of many years, Noah and Bill have had an opportunity to take these trips. Noah has shared with me that a common theme of their discussion was Bill's wishes to bring all of law enforcement together, to have all of us work together and watch over one another regardless of the color of our uniform or the patch we wear. He also expressed that Bill had many more things to accomplish before he was ready to close this chapter in his life and move on to the next challenge. By looking around the room I can tell you Bill has completed his mission.

Deputy Jason Kinsler's Memory

Bill's interest in your success started on your first day of employment as a new Deputy. Jason remembers that when he was the new guy, Bill went out of his way to show respect and to get to know you. He made you feel welcomed. Jason is now one of our Field Training Deputies and trains our new staff. In doing that, he continues to hear feedback from the new deputies he trains that Bill made them feel just like he made Jason feel years ago.

Deputy Brandon Clark's Memory

Bill's experiences serving our country significantly shaped the way he interacted with people. Veteran's and law enforcement are likeminded people; they have the desire to serve and help people. I have the a few deputies that are veterans and one of my most recent is Brandon Clark. Brandon relayed to me that in his first days of employment, Bill told him that "***we have walked in the same sand, if you ever need anything, no matter what, I am here for you***"

Perhaps the most important word to describe Corporal William Cline is one that few people understand and even fewer deserve. It's a word that best summarizes him and his dedication to his family, his country and my office. Corporal William Cline is a **HERO** and we are all better people because of him.

Corporal William Cline

End of Watch February 3rd, 2016

Year in review: Perspective

This past year in the Cumberland County Sheriff's Office could be summarized with one word: Perspective. It comes in various forms and can originate from positive and negative events. To truly have some, you have to understand it but to understand it, you have to have some; it's somewhat of an enigma. Once this riddle is understood, the life-lessons you can learn from understanding perspective are invaluable. Sometimes those life lessons don't appear readily apparent, especially if the event driving them is negative. On February 3, 2016 our office struggled with this very phenomenon after we learned that Cpl. William Cline had passed away in his home early that very morning. Bill was one of the cornerstones in the foundation this office rests upon. We were shocked by his loss and left wondering what good could possibly come from this. It took some time, and the process is still a struggle, but we eventually were able to gain perspective from Bill's death; like a Phoenix rising from the ashes, we dusted ourselves off and moved forward.

Staffing Changes

A big part of maintaining forward momentum in 2016 was some supervisory staffing transfers and promotions. Corporal Dennis Fry moved laterally from his position of Administrative Corporal to Road Corporal. Cpl. Fry has had a well-rounded career with Cumberland County. He currently is a member of the Cumberland County Special Response team and has been for 10 years. He is our Lead Firearms Instructor, instructs at the Deputy Sheriff's Basic Training Academy and is employed part-time with MG

Tactical; his transition to his new position has been seamless. Filling the void left by Cpl. Fry's move is newly promoted Cpl. Shawn Gutshall. Cpl. Gutshall was promoted to the Administrative Cpl. position in March. Cpl. Gutshall is also very involved in training here and at the Basic Training Academy. As the Administrative Cpl. you have a diverse set of responsibilities that can pull you in many directions which suits him well because he can't sit still! He is a constant source of new ideas and creative ways to accomplish a lot with a little, both internally as well as externally, with the community. We also were able to reward two of our newer deputies who have sought out leadership positions within the office. Deputy Jason Brady was offered and accepted a vacancy in our Field Training program. And Deputy Brandon Clark has accepted a position as a firearms instructor/mentor. Both are important training positions within the office that carry substantial responsibility.

New Hires

We filled a few vacancies this year. This is no small feat in and of itself. The minimum qualifications must be met either through formal education, experience or a combination thereof, before you are even considered as an applicant. Upon consideration, an interview may be granted and the interview process will be performed by a panel of supervisors and/or deputies that have assumed leadership roles within the office. At the conclusion of the interview process, the panel will make their recommendations to Sheriff Anderson who makes the final decision. If you are selected, a conditional job offer will be made. The applicant will then be required to pass a physical screening, a physical fitness test, a physiological screening and a drug test and agree to the Deputy Sheriff's Basic Academy entry dates.

Upon completion of above, the official start date within the Sheriff's Office will correlate closely with the start of the basic academy and in that interim, the new deputy will be a plain clothes civilian employee of the Sheriff's Office; they are to listen, observe and ask a lot of questions.

The Deputy Sheriff's Academy is a 19 week, resident based academy located in State College, Pennsylvania. The Deputy Sheriff's Basic Academy is a paramilitary style training program, similar to many other fine law enforcement basic training academies with the major exception of ours being funded from fees collected from the work that is performed by the 67 Sheriff Office's in the Commonwealth. In the 19 weeks, the deputy will be exposed to 760 hours of training that encompasses things such as civil law to emergency vehicle operations and defensive tactics. Upon successful completion of the curriculum, the deputy will return to Cumberland County and enter into the 13 week Field Training Officer program (FTO).

The Field Training Officer program is a training program that takes the recently trained and certified deputy and begins to expose them to the policies and procedures that are the foundation upon which the Sheriff's Office is run. The new deputy is shadowed by 2 different Field Training Officers throughout the thirteen week period and is continually rated against a strict set of performance criteria. This process has two feedback loops built into it that allows the deputy to know where he or she stands at any time in addition to giving supervisors progress and status information. Successful completion of the program, as judged by the FTO instructors, is required to continue employment.

Realistically, the entire process above, from filling a vacancy to having a fully trained deputy with “boots on the street” will take a full year and involve 1340 hours of training before that person is allowed to fully perform all the duties and responsibilities of the office. We had 5 deputies in 2016, Deputy Joel Bohannon, Deputy Matt Homa, Deputy Brian Largent, Deputy Erin Reddington, and Deputy Nolan Brewbaker in various steps of the above process. We are anxious to move forward with the new additions to our staff.

Progress

So much of law enforcement work is working with people and fixing their problems. Because of this, there are an infinitesimal number of unpredictable variables that can have an effect on the outcome of any situation. These dynamics sometimes conflict with the ever-present desire to move forward and progress into the future. Progress in its simplest form is defined as moving forward in space or time but when applied to law enforcement work, it is much more complicated. It is very easy to think you are taking steps towards efficiency or more cohesive operations to only realize after time, that you actually went backwards. We strive to be better, safer and more productive while offsetting those attributes against the taxpayers dollar; our workload demands it and the tax payer deserves it. All of these considerations are weighed against projects we undertake in the name of progress. Here are a few projects that have passed that litmus test in 2016:

Handgun Transition

This project required little consideration on the front end of things. Law enforcement duty guns have a very definable life cycle applied to them. The duty handgun is a tool in the “toolbox” that when warranted, must work 100% of the time despite potential adverse conditions. Loss of life or serious bodily injury will be the result if it doesn’t. Because of this, regardless of apparent sound mechanical condition, guns get replaced periodically. We had reached this point with our handguns and Cpl. Cline, Cpl. Fry and Deputy DiMartile spearheaded the replacement plan. The entire office got to test all the popular manufacturers’ models in every caliber at the same time. It was a beneficial way to compare and contrast the attributes of all the different models. In the end, a manufacturer and model were chosen and the transitional training was performed.

Lexipol

Too often, you mention the word “policy” in a law enforcement realm and people cringe, it always seems to have a negative connotation surrounding it. Perspective really shapes what it means to the individual, some view policies as a way to get in trouble when they are not followed-which is true. Conversely, a different perspective views policies in law enforcement as the rule book; they are what make deputies’ actions defensible and reasonable when they are followed. In today’s litigious society, law suits and case law that’s generated across the entire Nation are the main drivers of law enforcement policies and procedure changes. For a smaller department it becomes impossible to stay current on federal and state laws as well as industry best practices and adjust your policies and procedures accordingly yet not doing so is a huge liability. We have recognized this and have solved the problem by contracting services with Lexipol LLC. Lexipol works with our agency and creates extensive policies

structured to our office while maintaining current federal, state and best practice compliance. They monitor case law across the country and will make changes to our policies as required. They also provide daily training on the policies for every deputy and log training performance and track policy acknowledgement by the deputies. The reduction of liability and the constant evaluation is invaluable.

Security System Upgrade

Security systems can encompass various different technologies to accomplish different tasks. These tasks like video surveillance and duress notification are all important pieces that when combined create the security blanket you want to lay over the people and property you are trying to protect. In the past, outdated hardware used to drive upgrades. Now the speed of security system obsolescence is driven not unlike the cell phone industry, by software upgrades. Industry progression is occurring at a much more rapid rate and the options seem limited by your creativity and your budget. Our current system encompasses access control, video surveillance and a duress system all on separate and aging platforms. Industry wide technical advances will allow us to upgrade those systems and adding a mass notification and after hours physical alarm system all integrated through one simple user interface.

In Car Cameras

In an effort to protect ourselves and the inmates we transport, we will be adding in car cameras to 6 of our vehicles to include our transport vans. We transport over 4000 inmates a year from all over the country and the addition of a video record of those transports will significantly reduce liability exposure. All the vehicles will have remote video storage that will download to a server when the vehicles are within certain proximity of the courthouse.

Credit Card Payments

We will soon have the ability to process credit cards for various services that are fee based. While it may not seem modern by many other standards, for county government it is definitely progress. This service will be provided for our Firearms and Licensing office and allow you to use a credit card to pay the fee for your license to carry concealed. We also envision using it to allow payment for general office services as well as fines and costs warrants.

We look forward to the future but not at the expense of the present. We will continue to strive and refine what we do in an effort to be better. Average goals tend to produce average results. Perpetually raising the bar and striving for success is how the Cumberland County Sheriff's Office functions and we will only be more successful at it with our new found perspective.