

## In this issue:

FOP and Civilians

Grand Juries

KCPD takes over  
KCTEW

D.C. Gallagher  
retires

## Events:

March 12  
Board of Police  
Commissioners  
business meeting

March 28  
BOPC meeting

The Mission of the  
Kansas City Missouri  
Police Department, is to  
protect and serve with  
professionalism, honor  
and integrity.

### Vision

To make Kansas City and  
the metropolitan area the  
safest community in the  
nation as a result of the  
efforts of the Kansas City  
Missouri Police Department  
and its many partners.

The Informant is a  
publication of  
KCPD's Media Unit  
(816) 234-5170  
www.kcpd.org

# INFORMANT

The Kansas City Missouri Police Department

March 2013

## FOP is now civilian bargaining unit

The Fraternal Order of Police Lodge 99 will now be the exclusive bargaining unit for civilian department employees, after a vote by the Board of Police Commissioners on Feb. 12.

Until this point, the Kansas City FOP only represented law enforcement members ranked at sergeant or below. Lodge 99 Vice President Sergeant Brad Lemon said this lodge will be one of only a few in the nation to represent both law enforcement and civilian members.

"So many members of our own family work here," he said of the officers the FOP already represents. "A lot of aunts, uncles, brothers and sisters work for this department. We truly are a family."

Legally, the Board of Police Commissioners was left with little option but to approve the FOP as the exclusive civilian bargaining unit. The board received a petition with 313 valid signatures of civilians re-

questing the representation. A simple majority of civilian employees was required to sign on, per state statute. The department employed a total of 566 civilians as of Jan. 31, 2013. Had the Board not voted to

approve the FOP representation, the petition would have been submitted to the state, and the department would have been required to hold an election among civilian employees, the majority of whom already signed the petition.

The civilian bargaining unit will be separate from the law

enforcement one, Lemon said. The civilian unit will be under the umbrella of the FOP but independent. It will negotiate its own collective bargaining agreement and elect its own executive board.

The movement for civilian representation started when the City of Kansas City pushed for police de-

*Continued on p. 2*

## Captain gives grand juries dose of reality

Officer-involved shootings are not always what they seem, as explained in a recent *Force Science News* article featuring Captain Matthew "Tye" Grant, Central Patrol Division.

He is opening the eyes and minds of grand jury panels that are weighted with the responsibility of passing judgment on officers in each officer-involved shooting.

The article, distributed to law enforcement worldwide, explains how Grant is sworn in before the 12 jurors as a subject matter expert on use of force and police training. Then in hands-on exercises at the Academy, he exposes them to how the street feels from behind a badge. He does not testify about the specific case being heard.

Grant said Reserve Sergeant Bill Conroy started the program.

"I was in the right place at the right time," Grant said. "As a supervisor at the Academy, I then took over as the supervisor of defensive tactics, where I inherited this program around 2006."

He said a lawsuit he was involved in as a member of the Street Narcotics Unit Tactical Squad also sparked his interest in the topic.

"That intrigued me more and more to study the mechanics of why the body reacts the way it does under stress," he said.

The Force Science Institute, where he received his certification as a Force Science Analyst, was formed around behavioral science, centering on action versus reaction.

Approximately every six months or so, Grant brings the knowledge from his Force Science education with

*Continued on p. 3*



**FOP Vice President Sgt. Brad Lemon, Attorney Sean McCauley and FOP Liaison Officer Steve Miller met with civilian employees in an informational session Feb. 28.**

partment members to join their health insurance plan a little more than a year ago, said Administrative Assistant Robin Jackson of the Training Unit. Fearing a complete City takeover of the department, she and about 10 to 15 other civilians came together to see what could be done to protect their jobs, benefits and pensions.

Members of the initial group came from all areas of the department, said Supervisor Jennifer Miller of the Violent Crimes Division. They were from Fleet Operations, Communications, Investigations, Detention and other units.

The group contacted several different labor unions to see if they would be interested in representing them.

“They didn’t know anything about our issues,” Jackson said.

They ultimately determined the FOP would be the best fit and went about collecting signatures on the petition. Both Miller and Jackson said they are excited about what lies ahead.

“This is brand new,” Miller said. “It seems we have the encouragement of the command staff and the Board.”

The next step is for a group of 20 to 30 civilians to create a col-

lective bargaining agreement. Law enforcement only has about five to six representatives develop their agreement, but Miller said so many civilians are needed because their jobs are more diverse. While they share many concerns, a Crime Lab employee has different issues than someone who works in the Communications Unit or Detention Unit. Miller said the more positions whose concerns can be addressed in the agreement, the better.

Civilians must sign up for FOP membership to be able to vote on the collective bargaining agreement. Since the group is new, FOP attorney Sean McCauley said it could take six months or more to develop and negotiate this initial document. The new civilian members also will need to elect their own executive board.

Jackson said she is pleased civilians now have a way to be heard and to be represented as police employees if the City takes control of the police department. She has almost 28 years of service and plans to retire at the end of the year.

“I knew I wasn’t going to be here very long, but I wanted to make it better for the people who are going to be here,” she said.

## KCPD takes over terrorism fusion center

As federal funding dwindles, Kansas City Police will ensure a crucial terrorism prevention tool remains in place.

KCPD is taking over the Kansas City Terrorism Early Warning Group (KCTEW) at the end of March. Since it began in 2005, the KCTEW has been funded by grants from the U.S. Department of Homeland Security. Captain Daniel Gates said that funding could be gone in 2014, but the KCTEW remains as important as ever.

While it may not appear to be a major hub of terrorism, the greater Kansas City area is known as a place for recruitment, radicalization and fundraising for international terrorism, according to the KCTEW. It’s also the geographic and symbolic heart of America with a confluence of major highways and 2 million residents.

The KCTEW is a fusion center that “serves as a focal point within the state and local environment for the receipt, analysis, gathering and sharing of threat-related information between the federal government and state, local, tribal, territorial and private sector partners,” according to the Department of Homeland Security.

In addition to gathering and disseminating terrorism intelligence, the group does everything from provide threat assessments to cities hosting large events (like the Big 12 NCAA Basketball Tournament) to maintaining a database of blueprints of buildings like schools and hospitals that law enforcement can pull up in their vehicles when responding to critical incidents at those locations. In addition to terrorism, the group assists with other criminal and hazards cases.

Robert Kolenda, a captain with the Overland Park, Kan., Police Department, has been KCTEW’s leader since February 2009. He said even before Darryl Forté was named KCPD’s chief of police, Forté said he was committed to keeping the fusion center operational in the face of federal funding cuts.

“He was ready to step up and help,” Kolenda said.

Since KCTEW’s founding, its hub agencies were KCPD and the Overland Park Police Department, supported by the rest of the region through the Mid-America Regional Council’s Regional Homeland Security Coordinating Committee. Kolenda said the group was largely the brainchild of retired KCPD Major Tom Dailey, who now is chief of the Independence, Mo., Police Department.

KCPD now will provide Captain Gates as the KCTEW director and fund two staff members. While many analysts work directly

for the group, others are assigned there by their home agencies, including the Overland Park Police Department, Federal Bureau of Investigation and Department of Homeland Security. A memorandum of understanding between KCPD, the Overland Park Police Department and the Mid-America Regional Council will be finalized by the end of March.

Captain Gates said it’s possible more federal funding could come in, but by putting the fusion center under KCPD, it’s duties protecting the greater Kansas City area from threats at home and abroad no longer are in jeopardy.



**Captain Daniel Gates of the KCPD, left, will take over as director of the Kansas City Regional Terrorism Early Warning Group from Captain Robert Kolenda of the Overland Park Police Department as KCPD takes the helm of the group.**

# Deputy Chief Jerry Gallagher retires



On February 15, 2013, Deputy Chief Jerry Gallagher quietly retired from the Kansas City Missouri Police Department after 30 years of service.

"It was time to call it a career," D.C. Gallagher said. "I want to spend more time with my family and kids while they are still young."

D.C. Gallagher's oldest daughter Chandler is trying to choose a college where she can play golf. She is being recruited by

several Division I schools, including K-State, MU, Nebraska and Seaton Hall.

"Chandler is getting ready to start her spring and summer schedule, and I didn't want to miss that," Gallagher said.

"He's always been there for the kids, even with long hours," said Manager Tamy Gallagher, Private Officers Licensing Unit and D.C. Gallagher's wife. "He's never missed an event."

Deputy Chief Gallagher joined the KCPD in September 1982. He was assigned to the East Patrol Division upon his graduation from the Academy and eventually served all over the department, including Central Patrol Division, the Chief's Office, the Drug Enforcement Section, the Property and Evidence Section, Tactical Operation Division, the Homicide

Unit, South Patrol Division, the Robbery Unit, the Patrol Support Unit, Homeland Security, the Facilities Management Division, Executive Services Bureau and lastly the Patrol Bureau Office.

He said one of the hardest days for him was when his Academy classmate, Officer Steve Faulkner, died in a helicopter accident in 1992.

"I had to bring the command post bus to the scene on 33<sup>rd</sup> Street," Gallagher said.

D.C. Gallagher said one of the best memories he had on the department was meeting his wife in the basement of headquarters in 1990.

"I was a sergeant at the time and she was a dispatcher," he said. "We just celebrated our 18<sup>th</sup> wedding anniversary on March 12<sup>th</sup>."

"What a great gift the PD gave me," Tamy said. "A man, husband and father."

As for what comes next for D.C. Gallagher, he said after 30 years at KCPD he plans to take the summer off and "recharge his battery."

"I am going to wait and see what opportunities are out there," he said. "I can't imagine not doing something within the law enforcement field, though. ... The nice feeling of it, though, is not knowing what is going to happen; it will come to me," he said. "You never know, I might just have a low-stress job working on a golf course somewhere."

When asked what he's going to miss the most, D.C. Gallagher said, "I have nothing but good memories and am going to miss the relationships. ... I always loved solving crimes; I will always miss that."

## JURIES, CONT. FROM P. 1

him to enlighten grand juries on the reality of being a police officer. Asking the panel how often they have witnessed an officer-involved shooting on TV and movies, he starts the process of narrowing the gap between Hollywood and reality.

He is often asked, "'Did you have to shoot them that many times?' or 'Why didn't you shoot the suspect in the arm or leg?'"

"Many times, the gap between reality and Hollywood is huge," Grant said. "It's no quick-draw contest, not always one shot, one kill. *Guns* is not reality. In reality, you don't have a duel where each person gets to take one shot."

Grant stressed that TV and movies often become the foundation by which everyday citizens base their ideas of what should take place when an officer is face-to-face with someone with a weapon.

"It's really stupid on our part for not realizing the gap existed or even how large the gap is." He says it's an eye-opener for officers, to not disregard the perceptions of those outside law enforcement.

In a joint partnership between KCPD and the Jackson County Prosecutor's office, Grant is given a 3-4 hour block of time in which he exposes the panel to training guns. They go through the Academy's Virtra training simulator to see how they would react under stressful situations.

By the time his session is over, they are armed with enough information and experience to come to a more informed conclusion. What they could have perceived as an unnecessary use of an officer's weapon they now see in a different, more realistic light.

## Officially Speaking...

### Awards

*Meritorious Service Award*

Forensic Specialist Stephen Warlen

### Retirement

Deputy Chief Jerry Gallagher

### Obituary

Retired Detective Hans Mueller

A photograph of a single red rose in full bloom, positioned in the lower-left quadrant. The background is a light-colored wall covered in numerous engraved names, some of which are clearly visible as 'IAM', 'DWY', 'DOLBU', 'IMO', and 'MUL'. The rose is vibrant red with green leaves and a stem. The overall image has a soft, slightly blurred quality.

MEMORIAL SERVICE 05.23.13

YOU ARE INVITED TO THE

KANSAS CITY MISSOURI  
POLICE DEPARTMENT

**MEMORIAL  
SERVICE**

**MAY 23, 2013  
10 A.M.**

REGIONAL POLICE ACADEMY  
SPORTS FIELD  
6885 NE PLEASANT VALLEY ROAD

\*Please park in the lower east side parking lot

---

**Kansas City Missouri Police Department  
1125 Locust  
Kansas City, MO 64106**