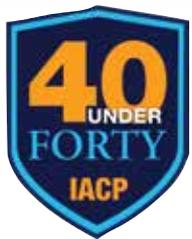


40 UNDER 40



The annual IACP 40 Under 40 Award recognizes 40 law enforcement professionals under the age of 40 from around the world who demonstrate leadership and exemplify commitment to their profession. The dedicated law enforcement professionals selected for the

2019 IACP 40 Under 40 award are current and up-and-coming leaders. They serve every day as crime analysts, special agents, troopers, chiefs, commissioners, lieutenants, and captains, among other roles, and they represent all types and sizes of law enforcement agencies, including state, local, federal, and military. These extraordinary leaders are driven by their commitment to improve their agencies and the personnel they work with. Regardless of rank, these law enforcement professionals have dedicated their careers to raising the bar for their communities and for those who serve their communities. These role models improve themselves by focusing outwardly on advancing those around them. They make sacrifices to ensure that their agencies and their peers are serving at their very best.

Despite the numerous awards and accolades many of these individuals have already received, all of the 40 Under 40 awardees have emphasized that they are only one part of a team that is responsible for those accomplishments. The 40 Under 40 award winners know that, in order to truly improve the world that they live in and serve, they have to strive to improve

their departments and those they work alongside. They understand that, especially in the law enforcement field, collaboration is vital for improved services.

Each winner was chosen for his or her demonstration of strong values and commitment to the law enforcement field. The winners began a career in law enforcement to protect people, especially those who cannot protect themselves. They emit positivity, genuine concern, and compassion, despite the challenging circumstances that all law enforcement personnel face. They lead by example by providing training and mentorship for others, serving as role models, developing more effective methodologies for their departments, and taking advantage of every opportunity to build up those around them. The awardees have capitalized on their successes to improve their communities through community service, philanthropic programs, outreach, and education. They go beyond their roles in the law enforcement field to improve their communities in an effort to make the world a better place for their loved ones, the public, and future generations. ♡

The IACP is proud to recognize the following law enforcement professionals through the 40 Under 40 award.



Ahmed Alhassani
First Lieutenant
 Sharjah Police General
 Headquarters, UAE
AGE: 32

FIRST LIEUTENANT AHMED ALHASSANI aspired to join the law enforcement field from a young age to be in a position to give back to his country by serving the United Arab Emirates in its strategic goals. To do so, he remained goal oriented and disciplined, which are skills instilled in him by his role model—his father. First Lieutenant Alhassani began his career by graduating in the top of his class and with honors from the police academy. He continued to excel in his career after joining the Sharjah Police General Headquarters in 2013.

His commitment to ensuring that departmental processes and strategies adhere to national and global standards of quality and excellence has been exemplary. While acting as a member of the team representing and responsible for the organization's key strategic indicators, First Lieutenant Alhassani developed a strategic training plan for employees within the institution, equipping them to meet the targeted performance indicators for the Ministry of Interior by using best practices in management and strategy. He also studied and reshaped the training evaluation process and was honored by the Minister of the Interior for his contributions.

First Lieutenant Alhassani holds a true passion for his career in law enforcement, finding fulfillment and motivation in the opportunity to have an impact in the community and to contribute to his country.

“
 I have always
 felt supported by
 my country and
 government, and
 my career in law
 enforcement allows
 me to be responsible
 for safeguarding it.
 ”



Morgan Kyle
Corporal
 Royal Canadian Mounted
 Police, Alberta
AGE: 32

CORPORAL MORGAN KYLE was raised in a police family. Both her father and grandfather were members of the Royal Canadian Mounted Police, and she followed in their footsteps, motivated by the opportunity to help others and make them feel safe in their community.

Corporal Kyle has demonstrated leadership and initiative within her detachment, which serves a large indigenous population. She has risen to the challenge of policing this specific area and has built substantial relationships with community members and indigenous band leadership.

Her dedication to serving this population was exemplified by her work on implementing the Hub Model, which focuses on early, multidisciplinary preventative intervention in places of elevated risk, to reduce gang violence among the indigenous communities. When the program proved to be outside some bands' budgets, Corporal Kyle and a coworker created and facilitated a Hub training program that was offered free-of-charge to the First Nations communities, meeting an important need for the communities and at-risk families. This drew attention both within Alberta, as well as in other regions, including internationally, and she has provided consultation and guidance to other agencies seeking to implement the model.

Corporal Kyle also encourages community youth to participate in the Soaring Eagles Youth Camp, a week-long camp designed to introduce them to careers in policing.

“
 I am motivated by the
 people we serve. I
 am proud to be a
 role model to other
 police officers, as
 well as to individuals
 in the community.
 ”



Noah Pack

Trooper
Massachusetts State
Police

AGE: 34



Simon Baldwin

Senior Researcher
Royal Canadian Mounted
Police, Alberta

AGE: 35

TROOPER NOAH PACK joined the Massachusetts State Police (MPS) in 2011 after graduating from the rigorous academy at the top of his class as the Honor Graduate. He has distinguished himself as a dedicated and tenacious leader.

Trooper Pack served for two years as a patrol trooper where his knowledge and understanding of law and procedure led him to become a field training officer. He then served on a Community Action Team, to create positive interactions, build partnerships, and address community crime concerns in vulnerable areas, for which he received commendations for his efforts in heroin reduction. In 2016, Trooper Pack joined the Detective Unit and focused his efforts on homicides and major cases. Within a year, he had closed the national high-profile unsolved homicide of Lisa Ziegert, who was murdered in 1992.

As a part of the MSP Detective Unit, Trooper Pack believes that it is the unit's responsibility to share knowledge through training and collaboration with local partners. He has created a quarterly outreach and training program for 23 local partner agencies. He is also an advocate for training advances within his own unit, where he led the development of a training program for detectives that covers topics including interviews and interrogations, crime scene processing, and firearms and ballistics investigation. Trooper Pack additionally led a project to redesign the detective unit office facility and obtained the funding and support to build employee exercise facilities to support officer fitness.

“
I am proud to speak for those who cannot speak for themselves, to protect those who cannot protect themselves, and to stand with those who cannot stand on their own.
”

SENIOR RESEARCHER SIMON BALDWIN began working with the Royal Canadian Mounted Police (RCMP) as a student and progressed to be the leading researcher on officer safety issues. He has helped to develop numerous programs including School Action for Emergencies (SAFE), a computer application that contains emergency response plans for schools across Canada to help officers respond to critical incidents in schools.

Senior Researcher Baldwin is motivated to provide the same opportunities that he was afforded as a student with RCMP to upcoming students. Over the past 12 years, he has been able to bring about 40 students into the RCMP to work on meaningful initiatives that have resulted in many tangible improvements for frontline officers. He is now furthering his own education as a PhD candidate in the Police Research Lab in the psychology department at Carleton University.

Along with influencing individuals to pursue further education, he oversees the reporting of use-of-force, officer-involved shootings, and in-custody deaths for the organization and uses these data to develop evidence-based improvements to operational policy, training, and equipment. One of his accomplishments is the development of an operational research unit, composed of 22 employees, including 16 undergraduate and graduate students, as a collaborative research partnership with Carleton University's Police Research Lab.

“
My position affords me the ability to provide the evidence to above all else, improve officer safety and reduce the risks posed to frontline officers.
”



Michael Hannah

Captain
Milwaukee County
Sheriff's Office, Wisconsin

AGE: 35

CAPTAIN MICHAEL HANNAH sets high standards for himself and his subordinates by being unstoppable despite any obstacles, pressures, or demands that would potentially derail others. He believes that leadership is not about the title, but about persuading others to follow along in the journey. For the 11 years that he has been with the Milwaukee County Sheriff's Office, his leadership has shined through during his training sessions, which he provides not only for new recruits, but also to the CERT (Community Emergency Response Team) inside the jail. Captain Hannah is motivated by the opportunity to train both new and veteran officers; he is most fulfilled when sharing his knowledge and watching others grow to accomplish their goals.

In 2018, he was appointed as jail CERT commander; he is currently also the head of the jail's discipline housing unit and the special management team. Because he is a state-trained Principals of Subject Control instructor and a Certified Wellness instructor, Commander Hannah regularly instructs the correctional staff to maintain compliance with the state of Wisconsin.

Alongside his training, he also received a Milwaukee County Sheriff's award for coordinating a successful fundraiser which generated goodwill with area agencies and raised over \$3,000 for MCSO special events. He also acts as a basketball coach at his 10-year-old son's school in his spare time.

“
I chose to make law enforcement my career because I not only want to make a difference, but be the difference every day.
”



Matthew Johnson

Acting Assistant Chief
University of Maryland,
Baltimore Police
Department

AGE: 35

Dedicated to integrating the University of Maryland, Baltimore Police Department into the community, **ACTING ASSISTANT CHIEF MATTHEW JOHNSON** strives to positively represent the police profession. He has been instrumental in creating the Community Engagement Academy, giving university staff, students, and faculty and members of the community an opportunity to learn more about officers' roles in the community. Acting Assistant Chief Johnson emphasizes transparency as he and his fellow instructors teach the public about the successes, failures, and goals of the agency.

Acting Assistant Chief Johnson was a partner in planning an implementation of the Law Enforcement Assisted Diversion (LEAD) program, which seeks to reduce community harm associated with drug use and behavioral health conditions. He recognized that LEAD offered law enforcement an opportunity to shift the paradigm from correctional measures and toward a public health response to behavioral health. Since LEAD was implemented in 2017, the program has been further developed in coordination with Behavioral Health System Baltimore (BHSB), the Baltimore Police Department (BPD), the Office of the Public Defender, and the state attorney's office.

Acting Assistant Chief Johnson transformed the department's social media accounts, increasing their following by greater than 25 percent in three months and led fundraising events such as a Fourth of July Cookout, the Special Olympics Polar Bear Plunge, and a departmental Christmas party.

“
I am motivated by being able to represent not only my department, but all law enforcement, when I have interactions in the community where I can make people smile and understand that we care.
”



William Walsh

Lieutenant

Voorhees Police
Department, New Jersey

AGE: 35



Justin Haag

Sergeant

Town of Cheektowaga Police
Department, New York

AGE: 36

LIEUTENANT WILLIAM WALSH entered the law enforcement profession at age 16 when he became a police dispatcher. He is passionate about both serving his community and aiding his fellow officers and is recognized as a trusted colleague and committed leader.

Lieutenant Walsh has learned firsthand the dangers of mental illness and emotional distress within the law enforcement community through the suicide deaths of two fellow officers, as well as witnessing a member of the public take his own life. These tragedies inspired the focus of his graduate and postgraduate studies, and he developed curricula to help bring attention to improving the health and wellness of the law enforcement community. His commitment can be seen in his officer health and wellness courses, which are currently taught in New Jersey police academies and presented to law enforcement and corrections agencies and organizations. He also spoke on support systems for officers at the 2017 IACP Annual Conference. Lieutenant Walsh feels a strong calling to mentor the next generation of officers as an adjunct criminal justice professor and police academy instructor. He continues to inspire other officers to further their studies.

Lieutenant Walsh also gives back to the community, most notably by developing his community's first citizen's police academy, designed to educate residents and dispel myths by shedding light on topics such as deadly force, police distress, the investigative process, and internal affairs.

“
I have not stopped asking questions about how our profession can do better for the communities we serve, for each other, and for our families and support systems at home.
”

SERGEANT JUSTIN HAAG, a proven leader who combines his military experience and passion for community service to assist the Cheektowaga Police Department, draws motivation from the 48 lives lost within his battalion while he served as a sergeant in the U.S. Marine Corps. His drive to do the right thing exists in all facets of his life, including as a police officer, youth mentor, community organizer, father, and husband.

Sergeant Haag is a cofounder of the Blue Bridges Initiative, a volunteer organization created for police department members to volunteer in local schools and in the community to bridge the gap between police officers who patrol the streets and the youth who live in the various neighborhoods around the town. Nearly 40 different officers consistently volunteer with the program, accumulating hundreds of community service hours interacting with the children in the community.

In addition, Sergeant Haag uses his mental health certification to instruct courses on CIT and mental health issues for veterans at the academy and at in-service trainings throughout the county. Sergeant Haag was awarded a distinguished conduct medal for wresting a gun from the grasp of a suicidal male. This incident shaped his views on police and mental health interactions, leading him to instruct with the Erie County Crisis Intervention program. His willingness to share his experiences and to assist in any way he can make him an inspirational leader throughout the department.

“
I wanted to be a law enforcement officer to be there for the community in times of need, to stand up for victims, to let no one live in fear, and to be the person called upon to find and bring to justice those who endanger others and violate the law.
”



Shannon Holubetz

Police Commander
Vernon Hills Police
Department, Illinois

AGE: 36

POLICE COMMANDER SHANNON HOLUBETZ joined the law enforcement profession in 2005 and has been a rising leader in the Vernon Hills Police Department ever since. Upon witnessing the historic 9/11 attacks and losing a cousin in one of the hijacked aircrafts, Commander Holubetz committed himself to restoring confidence in the United States' safety and security. He had an immediate appreciation for the idea that law enforcement professionals had the ability to instill and perpetuate feelings of safety in a community.

Commander Holubetz has sought out and successfully navigated changing assignments of increasing responsibility. After serving three years as sergeant, he was promoted to police commander in 2018 and has demonstrated a commitment to the development of his subordinates within the department. As the Field Training Officer (FTO) program coordinator, he conducted research and sought additional training for himself and the members of the FTO staff. His efforts and dedication to new officer development have not only brought immediate success but will have a lasting impact as the new generation of Vernon Hills police officers join with the proper foundation and support. He has also been responsible for researching and leading the agency's adoption of new technologies and innovations.

Commander Holubetz has recently begun his candidacy for a doctor of education degree with the goal of bringing greater innovation to field training and overall police training. He has received numerous honorable mentions and commendations, and his characteristics and skills have earned him a place on his agency's senior leadership team.

“
What motivates me, in short, is playing a role in ensuring that caring and compassionate policing is engrained in successive generations of police officers.
”



Maryam Alhashmi

Captain
Fujairah Police General
Headquarters, UAE

AGE: 37

In 10 years with the Fujairah Police General Headquarters, **CAPTAIN MARYAM ALHASHMI** has made great achievements and obtained several certificates of distinction and honors for her outstanding services. Captain Alhashmi was the first officer in the position of Head of Criminal Investigation Department of Cybercrimes in the Ministry of Interior in the United Arab Emirates from 2011 to 2015. In this position, she took part in the discovery, seizure, transfer, and resolution of 95 percent of the cases in the field of cybercrimes and human trafficking. She was also the first female officer to have a leadership position as the Head of Quality Section of the Fujairah Police, where she initiated and monitored more than 1,000 key performance indicators, leading to a 100 percent community satisfaction rate according to an outside survey.

Captain Alhashmi has served as a change agent at her agency, overseeing the implementation of new projects and technologies, including small security cameras. Because of her leadership and investigative skills, Captain Alhashmi has won 10 local, regional, and international awards, including some from IACP and 12 medals for career excellence.

Her hardworking mentality also applied to her education as she earned a Doctoral in Business Administration. Captain Alhashmi has also become a certified European Foundation for Quality Management Assessor (EFQM) and the head of Certified Internal Auditors (CIA) for ISO standards.

“
Policing focuses mainly on enhancing security and safety for the community and people, making it one of the best professions to work in to provide service and help for society.
”



Ashley Bautista

Senior Community Outreach Specialist

Ventura Police Department, California

AGE: 37



Sarah Boyd

Public Relations/Media Specialist

Kansas City Police Department, Missouri

AGE: 37

In a time where the U.S. narrative of policing is challenged, **SENIOR COMMUNITY OUTREACH SPECIALIST ASHLEY BAUTISTA** strives to change that narrative in Ventura, California. She entered her career because she recognized the outstanding work of police officers in Ventura and knew the stories of their courage, bravery, and good works could shape a more positive narrative.

Outreach Specialist Bautista has used her many skills to completely transform how the Ventura Police Department interacts with the community. Her innovative and creative approaches toward informing, educating and engaging with community members have enhanced the department's effectiveness and relationships. She has used social media successfully to help the agency communicate with the public during many critical incidents, including a major fire and tragically a fatal stabbing.

She has also worked to improve internal morale by celebrating the officers' work to help them feel appreciated. Additionally, she partnered with the department's foundation and businesses to equip all officers with specialized ballistic vests. In return, officers show their support by participating in outreach efforts and supplying images and stories that are shared on the agency's social media.

Her main goal is to build relationships so her community is better, stronger, and safer—and her work has changed how the community interacts and views the police department.

“ I have put my heart into what I do because I am motivated to prevent crime; motivated to apprehend suspects, who continue to victimize the most vulnerable; and motivated to change the negative perceptions about police officers.

”

PUBLIC RELATIONS SPECIALIST SARAH BOYD has been employed by the Kansas City Police Department for the past 12 years. At the beginning of her career, social media use in policing was uncommon; therefore, she was tasked with developing and building the social media presence of the agency. She has worked with platforms such as Twitter, Facebook, YouTube, Nextdoor, Chief's Blog, and Instagram. Within 10 years, she built a Twitter following of 233,000 in a city of about 475,000 residents. Public Relations Specialist Boyd built this following through years of continued responsiveness and innovative engagement methods. Her development of the “tweet-along” program became a model for departments everywhere to use Twitter to engage with the community.

Recognized as a vice chair on the Public Information Committee for the Major Cities Chiefs Association, she has been invited to share her knowledge and experience at conferences around the United States and to serve in a consulting role for other police departments. She also instructs weekly internal social media trainings in order to teach social media use and community engagement enhancement to nearly 1,400 sworn officers.

Originally a crime and education newspaper reporter, Public Relations Specialist Boyd was drawn to the law enforcement profession due to the observations and stories she received from the community's officers while reporting. She believes that the foundation of trust the agency has built through efforts such as promoting events or posting on social media has prevented the dissension, violence, and rioting experienced in other cities, creating a safer environment for everyone to work, live, and play in.

“ Our city is safer when the public trusts the police. Every day, my goal is to build and enhance that trust.

”



Kevin Carey
Chief of Police
 Collingswood Police
 Department, New Jersey
AGE: 37

CHIEF KEVIN CAREY has been at the forefront of reorganizing and reenergizing the Collingswood Police Department. Since being promoted to chief, he has made great efforts to develop a relationship with staff in the police department, the Collingswood school district, and the community. He is well known and well liked by the agency's employees and considered accessible and committed by the residents of Collingswood.

From a young age, Chief Carey was drawn toward helping others and found pride in his ability to empathize with others to make them comfortable. These attributes have served him in his position as police chief and have grown into a passion to make societal change by inspiring others. Some of his accomplishments include modernizing and reorganizing the department in order to maximize efficiency and save costs to focus on and build community outreach programs. These programs include, for example, a chaplain program for residents and officers who experience trauma, an addiction counseling intervention program, Coffee with a Cop, and the agency's first L.E.A.D. program for fifth-grade students. He also reestablished CIT training for Collingswood officers. Chief Carey views engaging with the community an essential part of furthering the agency's mission.

“
 The greatest gift in the world is injecting some positivity into someone's day, whether it be a simple wave and hello in the morning or being tasked with restoring calm on someone's worst day.
 ”



Chris Clark
Chief Special Agent
 Alabama Ethics
 Commission
AGE: 37

CHIEF SPECIAL AGENT CHRIS CLARK has changed the historic mind-set and reputation of the Alabama Ethics Commission's investigative abilities within the law enforcement community by molding a new team, for which he recruited talented investigators and detectives from diverse backgrounds across Alabama. Because of his efforts, the investigative division is now known for their superior investigative abilities. The team has undertaken complex white-collar crime and public corruption investigations, resulting in indictments, prosecutions, and convictions. Chief Clark aims to protect citizens from public officials and employees who seek to use their positions and power for personal benefit.

Chief Clark began his investigative career as a financial crimes investigator at the Gardendale Police Department. Four years ago, Chief Clark was given the opportunity to lead the newly formed White Collar Crimes and Public Integrity Unit for the Jefferson County District Attorney's Office. While in this position, he began an effort to organize law enforcement to combat organized financial crime groups traveling in Birmingham, Alabama. This unit, the Multijurisdictional Financial Crimes Task Force, included local, state, and federal partners who investigate organized financial crimes.

Chief Clark also worked with the Alabama Legislature to craft an asset forfeiture law. He has been recognized for his investigative and performance excellence through multiple awards and commendations.

“
 I am proud to be a part of a profession that is held to a higher standard. I am proud to be among a community of people from diverse backgrounds that all share the common goal of holding those accountable who violate the public trust.
 ”



Belinda Joseph
Lieutenant/Officer in Charge of Internal Affairs
 Los Angeles Airport Police, California
AGE: 37

LIEUTENANT BELINDA JOSEPH is a 12-year veteran of the Los Angeles World Airports Police (LAWA) where she serves as the officer in charge of the Internal Affairs Unit. Lieutenant Joseph is the first Indo-Fijian female sworn officer to join the department's cadre of over 530 sworn officers, as well as the first Indo-Fijian officer to be promoted to the rank of lieutenant.

Lieutenant Joseph has a proven track record of working in collaboration with other public safety agencies at the federal, state, and local levels. She is a former member of the Homeland Security Investigations Task Force, where she acted as a liaison between multiple federal and state agencies for joint-partnership investigations.

As a detective, a rank she earned after only three years of being on the job, she led a complex and extensive investigation that resulted in the recovery of currency and stolen property valued at over \$150,000 and the arrests of those responsible. She has attended more than 100 training courses ranging from Women Leaders in Law Enforcement to Executive Leadership Institute to Internal Affairs training courses.

Lieutenant Joseph has implemented the first paperless system for submitting personnel complaints within her agency, the end result of a yearlong, five-phase process. A proven leader who exemplifies professionalism and compassion, she is also a mentor in LAWA's NextGen Mentorship Program, in which experienced leaders mentor the next generation of leaders.

“
 Law enforcement is a rewarding profession, and I am very proud to be part of such a challenging career in today's era.
 ”



Kyle Nall
Captain/Academy Commander
 Kentucky State Police Academy
AGE: 37

CAPTAIN KYLE NALL is a leader who continually asks how he can better serve his subordinates within the Kentucky State Police. Within two years of becoming the academy commander, he instituted innovations that impacted new recruitment strategies, improved upon the training curriculum, and influenced the lives of those he encounters. Under his leadership, the training academy is now a CrossFit affiliate, and he created the Hero Workout of the Day initiative to honor the department's 31 fallen troopers. The 31 workouts correlate with the service of the fallen officers.

Captain Nall was also instrumental in leading the agency's associate degree program. With this program, a hired trooper who has not obtained an associate degree can achieve one during the 24 weeks of recruit training. The degree is achieved through a SACS-accredited institution and is transferable to any state college or university. Leading by example, Captain Nall went with the cadets in the program to every college class to ensure the program ran smoothly.

He was also the recipient of a congressional commendation and a commissioner's commendation in 2009. Also, in 2009, Captain Nall was awarded as Trooper of the Year for Post 1. Although he cherishes these awards, the pivotal moments in his career are when someone thanks him for making an impact on their lives and being a leader.

“
 I am motivated by my desire to have a lasting, positive impact on society, on the agency, and on all of those with whom I am blessed to encounter in my career.
 ”



Kerry Sireheti

Inspector

Royal Solomon Islands
Police Force

AGE: 37

INSPECTOR KERRY SIREHETI is a senior member within the Royal Solomon Islands Police Force (RSIPF) and is well-known among his peers for his leadership capabilities and energetic attitude. Throughout his 16 years with the police force, Inspector Sireheti has served in various units, including general policing, traffic, investigations, and close personal protection; he was also a member of the tactical operations team. He currently serves as the officer in charge for the Police Response Team (PRT).

Working in a developing country where resources and opportunities are rare, Inspector Sireheti has proudly represented the RSIPF with the United Nations in Sudan, allowing him to gain an intimate knowledge of working in partnership with various nations. He was also assigned to lead a team of four PRT operators to work with the U.S. JPAC mission team to conduct the recovery and excavation of the unaccounted American remains in the Tenaru and Barana communities. In 2019, he led a multifaceted deployment to respond to a border incursion at the request of the commissioner of the RSIPF. Despite his personal cultural and family ties to the village that crossed the border, Inspector Sireheti maintained a professional and ethical stance and led the arrests of the offenders.

His policing career is the fulfillment of Inspector Sireheti's desire to make an impact in the community. In addition to supporting the community, he also leads, mentors, and supports his leadership team and assists with the development of future RSIPF leaders.

“ I spend my days protecting and serving my local communities... I end each day knowing that my time and talents are being well spent. ”



Jeffery Carroll

Assistant Chief of Police

Metropolitan Police
Department, Washington,
DC

AGE: 38

ASSISTANT CHIEF JEFFERY CARROLL entered the law enforcement profession in order to improve his community and help people in need. He enjoys going to work each day because of the opportunity to fulfill a childhood dream, as well as a desire to address new challenges daily. He has rapidly risen through the ranks at the Metropolitan Police Department (MPD), including roles in patrol, the Homeland Security Division, and Special Operations Division. While working in patrol, he was responsible for operations in one of seven police districts, where he successfully managed approximately 375 sworn members.

Known for his energy and passion to keep the U.S. capital safe and resilient, Assistant Chief Carroll provides extensive experience in coordinating security at some of the United States' largest events. These skills were implemented in the preparation for the 2017 Presidential Inauguration and the 2017 Women's March on Washington. In 2018, he coordinated and spearheaded many major events, including the Washington Capitals Stanley Cup Championship Parade, George H.W. Bush's funeral procession, and the Major League Baseball All Star Game. As a result of Assistant Chief Carroll's leadership and expertise in coordinating complex, large-scale events, the MPD and partner agencies were well prepared, professional, and respectful while keeping the community safe.

Assistant Chief Carroll has received a number of awards from his agency and community organizations. He is continually motivated by the challenge of the field and the opportunity to positively affect the lives of others.

“ Each day I hope to have a positive impact on the lives of other people and serve as a positive role model for my children by demonstrating the importance of public service. ”



MaQuade Chesley

Chief of Police
Mesquite Police
Department, Nevada

AGE: 38



J. Andrew Lloyd

Sergeant
Delaware State Police

AGE: 38

CHIEF MAQUADE CHESLEY realized he wanted to pursue law enforcement after participating in a two-year full-time service mission in Tijuana, Mexico. During this time, he witnessed the negative effects of crime on a community. This experience made him understand the need for an effective criminal justice system and gave him the desire to be a part of the solution.

The youngest police chief in Mesquite history, Chief Chesley succeeded in each position he has held—including patrol, SWAT, PIO, sergeant, lieutenant, and captain—which he credits to his drive to effect positive change. As a patrol sergeant, he led his team to focus on drug offenders, resulting in more than 100 felony drug arrests in six months. In addition, while serving as a sergeant, Chief Chesley noted a gap in the department's social media outreach and voluntarily took on the role of PIO to increase the department's positive exposure and connect with the community.

As a chief, he has updated the recruitment requirements to expand the department's pool of candidates and directed the department to focus on community-orientated policing. Chief Chesley believes that officer safety is tied to wellness; as a sergeant, he established a department fitness center. As chief, he expanded the program to include an on-duty officer meditation program and annual mindfulness therapy. Chief Chesley has always pushed the boundaries and believes that law enforcement professionals can do and be better.

“
My mind-set of people first, mission second has allowed me to mold officers with a motivation to generate the best quality-of-life opportunities for our employees and the community.
”

SERGEANT J. ANDREW LLOYD's decision to join the Delaware State Police (DSP) stems from a childhood dream to help others and his experience with the Odessa Volunteer Fire Company. At the age of 14, he became a leader in the fire company and commander of critical incidents, working alongside police officers. The professionalism, leadership, self-sacrifice, and commitment to community service that the Delaware state troopers possessed inspired Sergeant Lloyd to enter the law enforcement profession. During his undergraduate studies, he was employed as a 911 call operator and fire/EMS dispatcher, solidifying his decision to become a Delaware state trooper.

Since arriving in the Criminal Investigations Unit, Sergeant Lloyd has supervised three squads that have reached exceptional achievement levels. In 2014, he led the undercover drug unit to initiate a long-term investigation, resulting in the dismantling of a violent heroin distribution organization operating within the area. In the end, 44 defendants were indicted for 390 drug-related charges. In 2018, the robbery squad under his supervision cleared more than 60 percent of the 150 robberies impacting New Castle County. Throughout his career, Sergeant Lloyd has been recognized with numerous awards and commendations including DSP Trooper of the Year.

Sergeant Lloyd's desire to lead and support others extends beyond his law enforcement responsibilities. He is actively involved in youth sports, Special Olympics of Delaware, the volunteer fire service, and the Delaware State Troopers Association.

“
My motivation is harvested through mentoring and coaching others, being innovative, leading a team, and learning new things.
”



Michelle Mosher

Corporal
Royal Canadian Mounted
Police, Alberta

AGE: 38

CORPORAL MICHELLE MOSHER is in charge of the Caribou Child and Youth Centre, an advocacy center for children who have experienced sexual or physical abuse, a role that involves assisting with child abuse investigations for the Royal Canadian Mounted Police (RCMP) and other agencies. She has completed more than 250 interviews with youth victims, demonstrating exceptional skill and empathy to encourage them to share their experiences in order to hold the offender's responsible.

She also exhibits strong leadership, mentoring and coaching new investigators on performing child interviews, raising the quality of the investigations, increasing convictions, and reducing the trauma for the children involved. In addition, Corporal Mosher volunteers to participate in duties for events such as Canada Day, Aboriginal Day, international rugby matches, and Canadian citizenship ceremonies, and her deportment in this role earned her a letter of appreciation.

Additionally, Corporal Mosher is a leader and mentor in her community, serving as a high school women's rugby coach and has led initiatives to raise funds for youth rugby in Grande Prairie, Alberta. She also encourages the high school rugby players to take part in the RCMP's youth camp.

Corporal Mosher has received a number of awards for her work, including being appointed as a Member of Order of Merit Police Forces, a honor given to those who exhibit the highest qualities of citizenship and services to Canada, the police community, and humanity at large.

“ I am motivated by my passion to inspire and develop others and by having an influence in their lives. I am also motivated by seeing others' success and experience.

”



George Vinson

Lieutenant
Fargo Police Department,
North Dakota

AGE: 38

LIEUTENANT GEORGE VINSON strives to create his own path using a progressive mind-set. In 15 years, he has set the standard for other officers at the Fargo Police Department to follow. He is the youngest command officer in the largest police department in North Dakota.

In his role as lieutenant, he has continually demonstrated his outstanding skills and work ethic by mentoring those around him and being a constant learner himself, including earning a master's degree in the field of law enforcement leadership. He is a champion for the youth in the community and is passionate about providing opportunities for them to succeed. Lieutenant Vinson has developed programs that have significantly lowered the arrest rates of minors in the community. He has been appointed by the North Dakota governor to serve on the Juvenile Justice State Advisory Group where he addressed disproportionate minority contact. He has worked to secure a \$32,000 grant to create long-term programs for the youth in the area, such as boxing, basketball, and other fitness mentorship projects.

Beyond his law enforcement career, Lieutenant Vinson volunteers for organizations such as Boy Scouts of America, that highlight service, development, and compassion for others. As a two-time cancer survivor, he works hard not to take anything for granted. He is a Law Enforcement Cancer Support Foundation Mentor. Through this role, he reaches out to other law enforcement officers facing cancer to provide a support system.

“ Serving, leading, and demonstrating empathy for the underdog, whatever their situation, is a huge motivator for me.

”



Lindsey Wilkes
Special Agent in Charge
Georgia Bureau of
Investigation
AGE: 38

Law enforcement has always been **SPECIAL AGENT IN CHARGE LINDSEY WILKES'** passion. After observing the work of the Georgia Bureau of Investigation (GBI) in a case close to her heart, she decided that she wanted to be an agent in the bureau herself. Her drive to solve problems while also helping others allows her to be a part of making the community a safer environment. She also wanted to represent women in the profession and to encourage other women to join the field as well.

SAC Wilkes is assigned to field operations at the GBI, where she has been recognized for her integrity, responsibility, and dedication to duty. At the age of 34, she became one of the youngest serving assistant special agents in the agency.

When promoted to special agent in charge at the age of 38, she became the youngest serving special agent in charge (SAC) at the GBI. Prior to being promoted, SAC Wilkes took the initiative to self-fund her way through the Georgia Law Enforcement Command College, a well-respected program. Only a few years later, she was promoted to SAC of a field office, where she currently supervises employees who serve a rural, 12-county area.

She was challenged to improve the culture within her long-running work unit, and SAC Wilkes successfully did so through progressive thinking and strong communication.

In addition to being a strong leader, SAC Wilkes is also an excellent investigator, receiving the GBI Director's Award in 2013 and the GBI Deputy Director's Award in 2017 for her role in high-profile murder investigations.

“ I wanted to be able to work and make a difference where I lived, which made this kind of career even more meaningful. ”



Ghaith Al Kaabi
Lieutenant Colonel
Ajman Police General
Headquarters, UAE
AGE: 39

LIEUTENANT COLONEL GHAITH AL KAABI took the helm at AlNuaimi Police Department in the Ajman Police in 2015, at the age of 35. During the past four years, he has had various investigative successes, as well as being able to lead his department toward institutional excellence.

While focusing on the humanitarian side of the department, he headed the Smart Transformation Project, leading nearly 18 awareness workshops focused on the mechanism of using “smart check service,” which reduced service delivery time from 30 minutes to 5 minutes. This initiative was implemented in each police station in Ajman and contributed to raising the sense of security by 98 percent and customer happiness by 93.3 percent, achieving a community satisfaction rate of 94.7 percent. The project also reduced the agency's carbon footprint and expenses.

In his leadership role, Lieutenant Colonel Al Kaabi reduced annual crimes rates in his community, and he was instrumental in his station's rank as Best Overall Police Station for service excellence. He also implemented the concept of flexible work time, which increased staff productivity, and he is devoted to the professional development of those he leads. He has been recognized with awards for both his field work and supervisory skills.

“ Love of the homeland and loyalty to leadership, which I gained from my family and surrounding environment, are the ultimate motivation to work in policing. ”



Rawdha Al-Shamsi

Captain
Dubai Police
Headquarters, UAE

AGE: 39

CAPTAIN RAWDHA AL-SHAMSIS chose a career in law with the Dubai Police because of her desire to help those in need. In 1999, Captain Al-Shamsi started a career in medicine in order to dedicate her life to the people in her community, especially those who were unable to get help due to cultural barriers or other beliefs. She found comforting and helping those who are suffering to be a rewarding experience; however, she felt as if she could still give more back to her community.

Although she had an unconventional start to her law enforcement career, Captain Al-Shamsi found a way to combine her medical studies with law and justice by becoming the first female officer to work in forensic medicine with the Dubai Police. Captain Al-Shamsi is the current leader of the forensic pathology laboratory and special forensic tests unit. She has also successfully completed a bachelor's degree in medicine and surgery along with a master's degree and PhD in forensic medicine.

In her current role, Captain Al-Shamsi brings innovation to bear through training courses and various projects. In addition to her leadership within the forensic unit, she is a member of the Dubai Police Sustainability Team, and she is involved in UNESCO, as well as volunteering in peace building with women and youth.

“
My job gave me the opportunity to save people, help them make the right choices, and protect their rights on a daily basis.
”



Jason Armstrong

Chief
Ferguson Police
Department, Missouri

AGE: 39

CHIEF JASON ARMSTRONG has recently stepped up to lead the Ferguson Police department after 17 years of police experience in Forest Park, Georgia. He strongly advocates officer education, but also supports their wellness, particularly in the areas of financial planning and physical fitness.

Positive community outreach remains one of Chief Armstrong's priorities. He sees law enforcement as an opportunity to make a positive impact within his community and takes advantage of the chance to speak with community members who have a negative perception of law enforcement. Toward this end, he partnered with barbershops and hair salons to present information about law enforcement in an informal and welcoming forum where certain community demographics might be more comfortable, an initiative that drew excellent feedback. Chief Armstrong also believes that it is important to speak with other officers about how they should not ignore the community's feelings or perception about what is happening within their community.

During his time as interim chief of police of Forest Park Police Department in 2018, Chief Armstrong helped to implement the 21st Century Policing Model to guide the organization's focus on procedural justice. Within the next three months, Chief Armstrong noticed the lowest crime rates in over 20 years in the Forest Park area.

“
I feel a great sense of responsibility to the community I serve and the law enforcement community as a whole. I do not take lightly the position I am in, and I recognize I have to be consistent in the example I set for those that will come after me.
”



Daran Dodd

Chief of Police

Blue Ridge Community
College Police Department,
North Carolina

AGE: 39

When **CHIEF DARAN DODD** arrived on Blue Ridge Community College's campus, he found that there were major issues within the public safety department. The college was lacking a police department and needed major security upgrades for the safety of the college. Chief Dodd recruited a highly educated and experienced team of officers who are trained in patrol techniques, crime prevention, community policing, and instructing and established a full-service police department. He also implemented a field training program, acquired new police technologies, and began offering community policing and educational programs that were not provided by other colleges in the area. Due to his efforts, the Blue Ridge Community College Police Department is now highly regarded by the community and local law enforcement agencies.

Chief Dodd ensured the department's central focus was the community. Extensive programs aimed at community engagement were developed to help empower the community to remain engaged in self-protection and problem-solving. Of these many programs, some popular ones include SAFE training, a program focused on training employees and students on how to respond to mass violence incidents, and Rape Aggression Defense (RAD) training.

Chief Dodd encourages his department to continue their education and seek additional law enforcement training. Known for his servant leadership and mentorship, he strengthens his officers by providing an environment in which they can flourish and grow into officers who are able to better serve their community.

“
I have been
focused on the
goal of serving
my community
and changing lives
since before I
even entered law
enforcement.
”



Eric Flowers

Major

Indian River County Sheriff's
Office, Florida

AGE: 39

Since the start of his law enforcement career in 2003, **MAJOR ERIC FLOWERS** has been on a path to success measured not only by his professional achievements, but by his early identified leadership traits. He achieved the position of field training officer after only 19 months on the job and later found a passion for drug enforcement, which sparked his continuing interest, professionally and academically, in what was the then-emerging opioid crisis. He spent five years as an undercover narcotics detective before becoming a case agent in a yearlong, multiagency, statewide investigation into pain management clinics.

After five years as an opioid detective, Major Flowers sought to continue his education by earning a bachelor's degree, followed by a master's degree. His passion for knowledge sparked an agency-wide interest, inspiring several of his coworkers in the agency to begin or continue their education. Major Flowers is currently working to complete his PhD.

Major Flowers' skills extend beyond undercover task forces and academics to include community outreach programs. He is celebrating six years as a talk show radio host at COPS Radio Show, a local program that features guests from the local community who discuss matters of mutual concern between their organizations and local law enforcement. The show has provided opportunities to build and expand partnerships between police and the community it serves.

“
My desire to spend
time serving and
protecting the
good people of my
community makes
my mission of
fighting evil that
much closer to my
heart.
”



Rachel Henderson
Detective Sergeant
 Falls Church Police
 Department, Virginia
AGE: 39

Known among her peers for her humility and graceful presence, **DETECTIVE SERGEANT RACHEL HENDERSON** builds a symbiotic team environment wherever she is assigned. She entered the law enforcement profession upon realizing that other communities and regions of the world did not have the trusting relationship with the police that she grew up with, and she aims to create lasting relationships within the department and community while keeping others safe

At Falls Church Police Department (FCPD), she quickly became an accomplished special weapons and tactical team member as well as Northern Virginia's first female sniper. In an incident that demonstrates Detective Sergeant Henderson's tactical skills, FCPD responded to a call that a man was pouring gasoline through his home and threatening to ignite it with his elderly, disabled father still inside. Throughout the 30-hour barricade, Detective Sergeant Henderson was one of the designated marksmen. Due to the efforts of Detective Sergeant Henderson and the other marksmen, the subject was safely recovered.

As detective sergeant, she has built a reputation as a leader with strong moral principles and tenacious investigative skill. Detective Sergeant Henderson is also a general instructor with certifications in firearms, simunitions, electronic control devices (ECD), and field training, among others. In the past, she also spent her spare time assisting with Rape Aggression Defense (RAD) classes, which teaches women how to defend themselves from attacks.

“
 The great thing about this line of work is that there are many opportunities to train in different disciplines while continuing to serve the community.
 ”



Renae Lockhart
Sergeant
 Raleigh Police Department,
 North Carolina
AGE: 39

SERGEANT RENAE LOCKHART realized during college that she wanted to help individuals in immediate crisis. Recognizing the need for support of those who were traumatized by police-related incidents, she led the initiative to create a trauma counselor position to encourage follow up with individuals experiencing trauma, including witnesses to vehicular accidents, crime, and the family members of those involved in events to which Raleigh Police Department (RPD) responded. Through this initiative, the department expanded its outreach capabilities to provide counseling, emotional support, and referrals to more than 1,200 citizens coping with loss or trauma.

As a law enforcement instructor, Sergeant Lockhart has been an integral part of the training and development of RPD officers, and she has undertaken leadership roles that have advanced the department forward. While serving as a Family Violence Intervention Unit officer, she investigated highly emotional and complex cases involving women and children who were exposed to abuse, and she leveraged her experience to teach domestic violence response to her fellow officers.

“
 I am inspired by the vision of law enforcement in the future, and my department's willingness to adapt.
 ”

Her motivation stems from her ability to leave a mark on the law enforcement profession and look for ways to bring innovative ideas to the field that strengthen resiliency in personnel, build community trust, and help combat crime. As the first member of her family to enter law enforcement, Sergeant Lockhart's goal is to bring a different perspective to law enforcement based on her social work experience and the feedback she receives from her community.



Jonatan Moreno Daza
*Major/Head of Research
 at Postgraduate Police
 School*
 Colombian National Police
AGE: 39

When **MAJOR JONATAN MORENO DAZA** made the decision to become a police officer in the late 1990s, Colombia was going through one of the most troubled times in its history. He was inspired to enter the force in order to make Colombia a better country and to help his community. Not only has Major Moreno Daza been able to make outstanding contributions to areas of police education and human resources, but he has also made a difference with operational work.

Major Moreno Daza is an exceptional officer, whose work as part of the team that created the first leadership model for the Colombian National Police has made an important contribution to the agency's fundamental doctrine. The Holistic Model of Police Leadership (MHLP) establishes the unifying and guiding criteria about leadership qualities that uniformed personnel should develop in all aspects of their lives. The design and implementation of the MHLP significantly improved training on police leadership, strengthening resilience, and managing stress in the agency's officers. This leadership initiative was co-presented at the 2018 IACP Annual Conference by Major Moreno Daza and the main author, Colonel Juan Carlos Nieto Aldana.

With the help of the United States government and in partnership with the International Organization for Migration (OIM), Major Moreno Daza is currently training 100 uniformed officers who will go on to train those police officers whose role involves urban and rural surveillance across Colombia. He has also worked as a police advisor with United Nations in Haiti, advising the Haitian National Police on their institutional development.

“
 I am motivated to use my work as a police officer to help in the construction of a peaceful society for the future generations.
 ”



Lyndsay O'Ruairc
Staff Sergeant
 Royal Canadian Mounted
 Police, British Columbia
AGE: 39

STAFF SERGEANT LYNSDAY O'RUAIRC leads the Surrey Royal Canadian Mounted Police (RCMP) Vulnerable Persons Unit and has dedicated her 16-year career to investigating sex crimes and child abuse. She was instrumental in the success of the first child advocacy center in British Columbia, Sophie's Place, a facility dedicated in supporting children who are victims of physical, mental, and sexual abuse. Staff Sergeant O'Ruairc continues to work with community partners to develop and implement innovative approaches to supporting vulnerable women and children.

With her background in forensic and developmental psychology, Staff Sergeant O'Ruairc has developed a reputation for identifying true predators and locating as many victims as possible so as to show the courts the totality of the predators' negative influence. Due to her exceptional leadership, commitment to her community, and dedication to her career, she was awarded the Surrey Board of Trade Police Officer of the Year honor, which was voted on by her peers.

Staff Sergeant O'Ruairc is also interested in developing officer wellness initiatives within the agency. She created the Psychologically Healthy workplace model within her team. This program focuses on critical and consistent psychological debriefs, member wellness initiatives, fitness, and self-care education. She understands the stress that officers' job responsibilities can cause with fellow officers and their families, so she advocates for proactive psychological health strategies.

“
 My new passion is finding ways to ensure my team members remain whole and unweathered by the tragedy we see and work tirelessly to prevent it from affecting their quality of life.
 ”



Chad Ray

Sergeant

Lehi City Police Department,
Utah

AGE: 39

SERGEANT CHAD RAY has been a member of the Lehi City Police Department since 2006 and has taken every opportunity to develop his skills and gain valuable experience as a law enforcement professional, excelling as a patrol officer, investigator, and supervisor. His main motivation is the safety of the community he serves, and it is important to him that the officers are approachable.

Sergeant Ray's greatest accomplishments stem from his dedication to maintaining the well-being of the public. After being raised by his grandparents, he holds a special place in his heart for the elderly. Because of this, he and a select number of officers from the department eat lunch with the individuals at the senior center once a month in order to build relationships and discuss various concerns that are particular to the senior citizen population. Through this outreach program, he has been able to foster personal relationships with many community members who have felt forgotten or misrepresented.

Sergeant Ray goes above and beyond to serve his agency and community, including organizing an annual blood drive and working with a local nonprofit to provide wills and other legal services to officers. In 2015, he was recognized as the Officer of the Year by the Utah Valley Exchange Club for his outstanding work on the Special Victims Unit.

“
I believe that the
little things we can
do can have the
biggest impacts on
the lives of others.
”



Leonard Redhorse III

Police Lieutenant

Navajo Police Department,
Arizona

AGE: 39

LIEUTENANT LEONARD REDHORSE decided to join the Navajo Police Department after interning at the Navajo Criminal Investigations Department, where he saw commissioned personnel having a daily impact on the lives of victims and their families. During the internship, he worked with police officers, communication specialists, and federal agents, noticing the strong bond of fellowship that developed over a common cause and mutual desire to combat crime and social issues. He noticed the limited resources that Native American communities are afforded, which makes working as a team and using the available materials effectively critically important.

Lieutenant Redhorse has been the driving force behind the successful implementation of multiple initiatives. As the executive officer for the Office of the Chief of Police, he assists in managing and planning strategic priorities for training, supervision, budgets, legislation, and community initiatives. He has helped to create the policy, training, and infrastructure needed to deploy 220 body-worn cameras. His traffic enforcement program helped to reduce DUIs by 11 percent, reckless driving by 31 percent, and vehicle crashes by 17 percent. He has repeatedly identified cost-saving efficiencies and sources of revenue. After securing a \$1.3 million homeland security grant, Lieutenant Redhorse ensured the establishment of standard operating procedures for a call center and a training program.

Known for his professionalism, and dedication, Lieutenant Redhorse is frequently sought out for his guidance and expertise. He is passionate about developing other officers and often dedicates time to instruct at the police academy.

“
When there is an
opportunity to
mentor, there is a
chance to develop
the compassion,
competency, and
character of our
staff.
”



Daniel Santiago Ferro

Inspector
Spanish National Police
AGE: 39

As the son of an Air Force pilot, **INSPECTOR DANIEL SANTIAGO FERRO** has always known he wanted to serve his country and fellow citizens. His work in dismantling organized crime, seizing dangerous narcotics, and prosecuting those who harm the community is a way for him to fulfill this goal of having a positive impact on society.

Inspector Santiago Ferro heads Group 43, which specializes in cocaine investigations. His group carried out five major cases in which more than 74 people were arrested and indicted of felonies, including drug trafficking, money laundering, illegal firearms possession, and organized crime. Inspector Santiago Ferro worked alongside the UK National Crime Agency, Colombian National Police, U.S. Drug Enforcement Agency, Gendarmeria Nacional Argentina, and Italian Guardia di Finanza, leading the operational part of investigations and coordinating with international partners. Two notable investigations of Group 43 were Operation Unicorn/Wall, which led to the biggest land seizure of cocaine in European history, and Operation Cambalache II, a two-year-long investigation conducted with the Argentinian and Italian authorities.

Inspector Santiago Ferro strives to motivate and coordinate the officers under him, and he contributes his accomplishments to their diligent efforts and sacrifices. In addition to earning multiple higher education degrees, he has been chosen both as a participant and a trainer for multiple international police programs.

“
For me, the job of a police officer is critical, since a police officer is entrusted by society to carry out and enforce the laws that society has agreed upon.
”



Arif Shaikh

Senior Superintendent of Police
Chhattisgarh Police, India
AGE: 39

SENIOR SUPERINTENDENT OF POLICE ARIF SHAIKH has continued his family's tradition of joining the police force and donning the uniform with pride. When he joined the Balod police in 2015, morale of the police force and community trust were low. Under these circumstances, Superintendent Shaikh's leadership skills helped to reinvigorate the police system in Balod. He was able to create a vibrant partnership between officers and the public by employing community policing. With the help of Senior Superintendent Shaikh, a new community policing initiative, Navodaya, was implemented to improve intelligence flow and communication and reduce crime rates in the district's communities. In 2016, he received an IACP award for the Navodaya initiative. The project also received the community-policing award from Security Watch India, New Delhi.

While posted in the Bastar district, he noticed the distrust between the police and community and started Amcho Bastar Amcho Police, aimed at bridging the gap between the police and the tribal communities in order to neutralize extremists, earning him an IACP award in homeland security. He also received the Federation of Indian Chambers of Commerce and Industries (FICCI) award in 2018 for the SAMVEDNA initiative, which emphasized women empowerment. In addition, Senior Superintendent Shaikh has recently helped to implement the initiative Pink Line, which aims to make female victims financially independent.

Senior Superintendent Shaikh leads by example and believes in mentoring and strengthening those on his team. His ability to remain cool and exhibit patience in crises makes him a strong role model for those around him.

“
Small acts of kindness in uniform gives positive goals to the community that have a positive ripple effect in the society.
”



Kevin Sylvester

Chief

Ossining Police Department,
New York

AGE: 39

CHIEF KEVIN SYLVESTER's relatively quick rise to the rank of chief is reflective of the dedication to his community, his department, and his professionalism. Before joining the law enforcement profession, Chief Sylvester served in the U.S. Marine Corps, which helped him to clarify his life's mission of serving and connecting with others. He works every day to strengthen the Ossining Police Department internally to optimize its ability to serve a socioeconomically and culturally diverse community.

In 2018, he was elected to the Board of Directors of the Westchester County Chiefs of Police where he has the opportunity to participate in policy discussions that benefit police officers. He was elected Second Vice President of the New York State Association of Chiefs of Police this year, and he recently worked with New York State Senators to revise legislation that will allow all drivers to be licensed, regardless of documentation status. Additionally, he is an adjunct professor at Pace University and an attorney, managing a small private practice.

Chief Sylvester feels it is important to model physical fitness to his officers; to that end, he trains for and participates in triathlons (and has inspired several of his officers to join him in training and competing). To inspire others, each day he challenges his officers to use their duty to impact someone, find satisfaction in their work, and finish their day with a sense of accomplishment. He is dedicated to strengthening the physical, mental, and performance capacity of every officer under his leadership.

“
We believe in the mission, in our neighbors, in our schools, and in this community... Happiness, for me, is service to others.
”



Raymond Torres

Commander

Roanoke County Police
Department, Virginia

AGE: 39

COMMANDER RAYMOND TORRES has held many different positions in addition to his current duty of supervising the largest shift in the department, composed of 29 officers and 3 sergeants. He began his career as a Roanoke County police officer in 2006 where he climbed through the ranks to his current position as commander. While supervising the agency's Hostage Negotiation Team, he took steps to improve the training for the team and update the equipment used by the negotiators. He has participated in numerous projects, including a multiagency teen driver safety event, and worked on everything from drug investigations to bomb threats.

After following in the footsteps of his father, mother, and brother to serve in the U.S. Army, Commander Torres developed a strong passion for leadership, which he wanted to bring to his law enforcement career. He has emphasized this value by mentoring and developing his officers' abilities. He was instrumental in creating the department's leadership development program for new and prospective sergeants and continuing training for commanders. The management skills that Commander Torres possessed were utilized to implement the Sergeant FTO Program and to create a one-on-one performance reviews, as well as one-on-one supervisor-employee ride-alongs.

In addition to his duties as the evening shift patrol commander, he spends a large amount of time in the field making stops, providing back-up, and modeling the behavior he encourages his fellow officers to emulate.

“
I believe it is important to empower and strengthen those around us, to identify issues, and to create innovative solutions so that our officers see and feel that they, too, can be innovative.
”



Lauren Ware
Branch Chief
 Federal Law Enforcement
 Training Centers
AGE: 39

BRANCH CHIEF LAUREN WARE served as an active duty military officer and special agent with the U.S. Air Force Office of Special Investigations. While delivering forensics instructions to over 500 Air Force special agents, she found her passion for training because she knew that the knowledge, skills, and abilities she provided would reverberate through the agents' careers.

Currently a branch chief at the Federal Law Enforcement Training Centers (FLETC), Chief Ware provides visionary leadership and oversight to a staff of 30 current and former federal agents who serve as coordinators and instructors for the Criminal Investigator Training Program, which is responsible for training criminal investigators from more than 60 federal law enforcement organizations. She has positively

impacted more than 60,000 federal, state, local, tribal, and international law enforcement officers through training with FLETC. She led the development and implementation of a seven-week crime scene investigation training program that standardizes the application of forensic science across three branches of the military, improving training consistency and generating cost savings.

Chief Ware also led a curriculum development conference that brought together military criminal investigative organizations to define training needs. Because of her efforts, she was the first recipient to earn the FLETC Leadership Award.

Chief Ware's leadership extends beyond FLETC, as she has served as vice chair and chair for the Peace Corps Sexual Assault Advisory Council where she has helped to ensure policies and procedures related to sexual assault prevention and response reflect current best practices and industry standards.

“
 Law enforcement
 appealed to me
 because I have had
 a lifelong respect
 and appreciation
 for the concepts of
 justice, equality, and
 fairness.”

”



Heather Whitton
LPR Project Manager
 Cincinnati Police
 Department, Ohio
AGE: 39

Inspired to enter the field of law enforcement by her family's legacy with the Cincinnati Police Department, **LPR PROJECT MANAGER HEATHER WHITTON** joined the profession as a civilian employee. Although she previously worked in the private-sector consumer products industry, she eventually joined the agency as a support tech in the information technology unit of the department. While learning the dynamic nature of the profession, she was presented with the opportunity to learn about an emerging technology in law enforcement: License Plate Recognition (LPR). Project Manager Whitton was able to find new ways to utilize the equipment in effective ways. She implemented a multi-state regional LPR program with numerous agencies in southwest Ohio, southeast Indiana, and northern Kentucky that allows agencies to easily share data, enhance investigations, connect additional fixed or mobile cameras, and receive user training.

Project Manager Whitton sits on the IACP Criminal Justice Information Systems Committee and has been involved in developing policies and best practices regarding privacy, LPR, and facial recognition. She is also a member of the IJIS Law Enforcement Image Technology Taskforce, several additional working groups focusing on law enforcement technology advancements and the IACP Law Enforcement Information and Technology (LEIT) Section.

Program Manager Whitton is motivated by helping others, her family, and problem-solving. She is dedicated to supporting her law enforcement family in the field.

“
 When a problem
 is presented, I
 enjoy not only the
 challenge of solving
 the problem or
 coming up with
 creative solutions,
 but also the sense of
 assisting others.”

”