

# WOMEN IN FEDERAL LAW ENFORCEMENT



**Seasons Greetings**

**Best Wishes for  
a Joyful Holiday Season**

**from the**  
WIFLE President  
Vice President  
Board and  
Executive Committee

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To discuss an article for publication, contact Editors: [Dorene Erhard](#) or [Betsy Casey](#)



## FROM THE EXECUTIVE DIRECTOR CATHERINE SANZ

Dear WIFLE Member:

Deputy Executive Director Sheree Mixell, myself, the Executive Committee, and the WIFLE Foundation Board all hope that this holiday season finds you and your families happy, healthy and looking forward to 2017. This past year has been busy for WIFLE and for the law enforcement profession in general.

Early 2016 began with the 21<sup>st</sup> Century Policing Task Force establishment and findings and it closes with implementing the recommendations of the Task Force. At the Annual WIFLE Leadership Training in July, I spoke about the Task Force recommendations and how they would change your profession and how all of you would be part of that change. Little did I know that WIFLE would become involved as one of the primary organizations tasked with changing the face and the culture of law enforcement.

The White House Office of Urban Affairs, Justice & Opportunity Policy asked WIFLE to work with representatives from our sister organization NAWLEE (National Association of Women Law Enforcement Executives), Hispanic American Police Command Officers Association (HAPCOA), National Asian Peace Officers' Association (NAPOA), National Latino Peace Officers Association (LPOA), and National Organization of Black Law Enforcement Executives (NOBLE) to take the lead on creating greater diversity in law enforcement and to develop a better law enforcement response to the crimes of domestic violence, sexual assault and human trafficking. Our coalition provided a unique opportunity to address some of the deeper issues challenging the profession today. In September, we submitted our report, entitled **"Transforming Law Enforcement by Changing the Face of Policing."**

Our initiative involves more than just putting in place plans to increase the number of women in the profession. In order to achieve the goals and objectives of the President's Task Force report, it is

necessary for all "law enforcement agencies to embrace a guardian, rather than a warrior mindset, to build trust and legitimacy both within agencies and with the public, and to adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with rank and file officers and with the citizens they serve". Law Enforcement must treat people with:

Dignity and respect,  
Give individuals a voice,  
Be neutral and transparent in decision making,  
and  
Convey trustworthy motives.

However, it becomes extremely difficult to require these practices of the profession in dealing with the public, if these same principles are not adopted and employed by the leadership within our own agencies. Research shows that the greatest stressors for law enforcement officers are not the people they serve, but the people that supervise and lead them. For those of you who are contemplating transferring, quitting, or retiring as soon as eligible, is it the work that you can no

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## FROM THE EXECUTIVE DIRECTOR CATHERINE SANZ

# THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING



longer stomach or is it the people that supervise and lead you? What would your agency be like if the four principles listed above were part of your agency's culture?

We cannot create greater diversity in law enforcement if we cannot keep the people we recruit; and we cannot keep people if we do not have internal policies and procedures, promotions, and training that are fair, unbiased and incorporate these principles.

So, what does this all mean to you? Well, we need your help. We have a very good idea what inhibits diversity. However, we would like to hear from you. The following is a list of some of the areas that you may believe adversely impact diversity. Look them over and let us know your thoughts.

If you had the opportunity to institute one change within your agency that you believe would create greater diversity, what would it be?

For those of you who have the skills to be a supervisor or manager but refuse to apply, what would have to happen in your agency so you would apply?

If you see implicit or unconscious bias as an issue in any of your agency processes, what changes would you implement? For example, making all resumes gender neutral

could combat gender bias.

What pre employment practices do not apply to your job?

What fitness requirements do not apply in basic training? For example, research has shown that the six-foot wall serves no purpose in performing law enforcement duties. Some cities prohibit such walls and, from an officer safety perspective, solid walls are particularly dangerous.

Your response does not need to be more than a well-written paragraph or two. You can send your thoughts to me at [wifile@comcast.net](mailto:wifile@comcast.net). If you would like to become more involved, please contact WIFLE at the same email address.

Thank you for taking the time to provide us with feedback. Again, best wishes for the coming holidays.

**Please note application due date for Spring 2017 session  
is December 1, 2016**



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*- Rachael L. VanDeusen '08 Lieutenant - New York State Police*

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# MARIST



**The holidays can be a joyful time, offering a chance to reconnect with friends and family. But they can also be stressful. When life gets overwhelming and pressure starts to build, it's important to take time to focus on your emotional wellness.**

## Seize the days and be good to yourself

Discover simple ways to tame tension, beat stress, and feel happy.

### Breathe through it.

1 minute of mindful breathing is like hitting the reset button on your day. Breathe slowly and deeply, and focus on each breath to feel calm, focused, and grounded.

### Practice gratitude.

People who make it a habit to count their blessings report feeling happier and healthier. So the more grateful you are today, the more reasons you'll have to be grateful tomorrow.

### Unplug to recharge.

Spend an evening offline. Play a board game, take a walk, or catch up with an old friend for a relaxing, rewarding experience.

Explore more tips for living a balanced, happy life at [kp.org/mindbody](http://kp.org/mindbody).

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## Your Federal Benefits Explained

by Sandra K. Harman, President, Harman & Associates, Inc.

### **TEN END-OF-YEAR FINANCIAL "TO-DOS"**

With just a few weeks left until the end of the year, it's time to focus on some last minute financial "to-dos":

**Max-out on your TSP contribution for 2016.** Make sure that you contribute as much as your budget allows, up to \$18,000. As a FERS employee, it is important to make sure that you are contributing 5% of your basic pay each pay period to get the full agency matching contributions. If you are 50 or older any day of the year and contributing the full elective deferral amount you can also contribute an additional \$6,000 as a catch-up contribution.

**Review your TSP investments.** Make sure that your TSP account is invested to best meet your long-term financial goals. There is no one right investment that fits everyone at a certain age and income bracket. Each person has their own 'risk tolerance profile' and personal facts that should dictate how you invest. Develop a target date: a realistic date by which you will likely be using your TSP account to cover your living expenses, frequently that is not your retirement date.

**Rebalance Accounts.** If you are managing your TSP account yourself, rebalance your holdings. Due to market volatility your investments are likely out of balance from your investment percentages that you set at the beginning of the year. If you are investing in the TSP L Funds, they are automatically rebalanced close of business each trading day and the formula is adjusted quarterly so that each fund ultimately becomes the L Income Fund.

#### **Review Your Designation of Beneficiary Forms.**

Changes in your life require a review of your designation of beneficiary forms. Each Federal civilian employee has possibly four separate designation of beneficiary forms:

- (1) TSP-3 – Thrift Account,
- (2) SF-2823 – FEGLI,
- (3) SF-1152 – undispensed pay,
- (4) SF-3107 – FERS or SF-2801 – CSRS for amount contributed to the retirement fund that has not been recovered, assuming that there is no survivor annuitant.

**Give yourself assignments.** After doing your annual review, give yourself an assignment a month for the rest of the year. Some assignments could be a plan to pay off debt, calculating your net worth, establishing your cash flow, setting financial goals and reviewing your investments. Spreading these out over a year prevents being overwhelmed.

**Make sure you have an emergency fund.** No matter where you are financially, you need an emergency fund. There are always things for which you don't have insurance coverage. Your TSP is not an emergency fund; it is not immediately available and is designed to fund your retirement.

**Review your spending.** At this point in the year you will be able to see where your money has gone. Decide now if you should set up separate accounts for vacations, gifts and special projects.

**Review monthly costs.** Have you reviewed your cable, wireless and electric bills. Call your service provider at least once a year to request a lower rate, sometimes just mentioning a competitor's lower offer results in a matching offer from your provider.

**Dream of and plan for next summer's vacation.** It is something very positive to focus on but it can also assure that you will have the funds to pay for it. It can provide a positive feeling around saving and budgeting.

**Review your life insurance.** Due to changes in our lives, sometimes we have insurance we no longer need. Other changes in our lives results in the need for additional life insurance.



## PROTECT YOURSELF!

Many of you in federal law enforcement are expecting policy changes and refocused initiatives and priorities as the new administration takes control of the executive branch. How much you will actually be affected depends on where you work and what law enforcement function you serve. Bottom line - you are vulnerable to investigations and/or civil actions as a result of increased scrutiny and special interest groups, as well as affected individuals.

FEDS PLI policy attorneys have represented agents of the ATF, INS, ICE, FBI, DEA, and EPA in actions where the plaintiffs accused individual agents of violating assorted provisions of the United States Constitution. These lawsuits run the gamut from allegations of invasion of privacy, to unlawful search and seizure, to the unreasonable use of force, to violations of religious freedom under the First Amendment. In suits where a federal law enforcement officer is not afforded a government lawyer, FEDS provides defense by knowledgeable and aggressive attorneys experienced in this type of litigation. FEDS will also pay damages up to \$1,000,000 or \$2,000,000 if a judgment in the plaintiff's favor is issued.

Without liability insurance, you will need a minimum of \$100,000 (most likely much more) to pay an attorney to defend you in a civil suit. If you are directly accused of wrongdoing, particularly in an OIG or IA/OPR investigation into **allegations** of wrongdoing, you will not be assigned an agency attorney. It can easily cost \$10,000 to \$25,000 to defend yourself in an OIG, OSC, EEO, Congressional, or management investigation. Plan on paying at least \$30,000 to \$100,000 to take your case through the MSPB if you become the subject of a disciplinary action after the investigation concludes. Most of us simply don't have this kind of money.

Those FEDS members who became embroiled in the complexities of the federal legal investigative process, **even though innocent**, were thankful they had the foresight to purchase a professional liability policy. If you're not familiar with the Paul Prouty case, visit [www.fedsprotection.com/testimonials](http://www.fedsprotection.com/testimonials). The investigation into this 40-year exemplary employee of GSA - who had the foresight to purchase FEDS liability insurance - is a reminder of how easy it is to make targets of federal officials - and what it does not only to the employee but to his/her family when that employee is **accused** of wrongdoing.

Following are the most frequently asked questions about FEDS Protection by federal LEOs:

**How do I enroll?** Call us at 866.955.FEDS Monday - Friday between 8-6pm ET or enroll online anytime at [www.fedsprotection.com](http://www.fedsprotection.com). **It takes just 5 minutes!**

**Is FEDS a U.S. Based Company?** Yes. Headquartered just outside Washington, D.C., FEDS is veteran owned and U.S. based with benefits secured by Nationwide E&S, which is also U.S. owned and based. Nationwide E&S is an A++XV (Superior) rated insurance company by A. M. Best.

**Is FEDS a privately held company?** Yes, Tony Vergnetti is FEDS President and Founder. Prior to founding FEDS, Mr. Vergnetti was an attorney for a federal law enforcement agency and later defended federal officials, including those in law enforcement, while in private practice. [Read Tony Vergnetti's Bio here](#) to learn more about his understanding of and commitment to protecting the federal community. Tony may be reached at 866.955.FEDS or [tony@fedsprotection.com](mailto:tony@fedsprotection.com).

**What is a retroactive date?** This is only applicable to employees switching to FEDS from another PLI company. For claims under the Civil portion of the policy, FEDS honors the "original retroactive date", which is the very first date continuous professional liability insurance was purchased from any provider. Please see [Section I, Civil Suit Coverage, A. Insuring Agreement and Claims Made Clause \("effective date of continuous coverage"\)](#). If you first purchased professional liability insurance in January 1999, your "retro date" is January 1999 and you are covered for any civil claims that occur while you are a policy holder with FEDS for matters that involved acts, errors or omissions between January 1999 and the present.

**Is it true that FEDS will appoint, in certain cases, coverage counsel prior to DOJ's determination of scope and interest?** Yes, FEDS understands that having an attorney advocating on an officer's behalf is very important during this decision process. FEDS policy holders should also note that FEDS will not deny a policyholder claim if he/she chooses to get advice or counseling from FLEOA or other association legal counsel and later needs to invoke FEDS PLI policy benefits.

**Does FEDS cap civil suit representation at \$200,000?** No, FEDS affords policy holders defense and indemnification up to the full limits of the \$1,000,000 or \$2,000,000 policy as legal fees associated with the unique nature of federal employee claims which could exceed \$200,000.

**Is worldwide protection offered?** Yes, worldwide protection is essential to those serving outside of CONUS or otherwise in international posts of duties and, unlike other carriers, and is included at no additional cost.

**Is civil suit coverage available after leaving federal service?** Yes, the policy provides a "36-month extended reporting period" which provides civil protection for up to three years after service ends, at no additional cost.

**Does FEDS offer LEOSA coverage to active federal LEOs?** Yes, FEDS LEOSA coverage was designed to specifically protect current agents lawfully acting under LEOSA HR218 authority from legal expenses and liability associated with off-duty carry or actions found outside of agency authority.

You must have coverage in place prior to an incident or claim or **COVERAGE WILL NOT APPLY! Enrollment takes less than 5 minutes** – and payroll deduction is available. Visit [www.fedsprotection.com](http://www.fedsprotection.com) or call 866.955.FEDS Monday – Friday 8:30 am – 6:00pm ET to enroll over the phone.



## A Sponsor – The Gift That Keeps on Giving

*By June Werdlow Rogers, PhD  
Retired DEA Special Agent in Charge*

"I've got to get me one of these," the famous line delivered by Will Smith's character in the Independence Day film was my own response to another college student. The movie's reference was to an exceptionally fast aircraft, while I was expressing wonderment that there are people who actually help pay for tuition –



that's one kind of sponsor. After we explore what a workplace sponsor can mean to your career, you will probably want one too.

Before I tell you about how to get a sponsor, here are some things you need to know about them. Firstly, in a professional context, sponsorship is typically discussed in comparison to mentorship. Though quite different, the terms are often used interchangeably. Pentland (2015) asserts that sponsors advocate, even place their reputations on the line for a candidate, whereas a mentor typically gives advice and encouragement. It can mean the difference between someone giving you a big break (sponsor) instead of merely telling you about how to get a break (mentor). So it follows that while a mentor does not even have to be working in your field, typically a sponsor is.

Secondly, influence is a necessary attribute for a sponsor. Former Harvard Professor Larry Summers was most supportive to the student group that encouraged women to major in economics and government, but it wasn't until he became chief economist at the World Bank that he was able to sponsor now famous Facebook COO Sheryl Sandberg when he recruited her as a research assistant. This fascinating sponsorship continued when Summers was named Treasury Secretary in his appointment of Sandberg as his Chief of Staff (Bergelsonnt, 2015).

Thirdly, due to the risk involved, just because someone is willing to mentor you does not necessarily mean that they are willing to sponsor you. I mentor more frequently than I sponsor. Often mentoring arrangements are initiated by the candidate, but sponsorships began with me. Recognize that extreme flattery does not work; adoption of a protégé often comes when a supporter has independently noticed the individual.

Now that we have discussed the fundamentals of sponsoring, and how such a person can help advance your career, here are some suggestions about how you can get "discovered" while maintaining your dignity.

1. **Protect your Reputation** – no one is perfect, but if word travels through your agency that you are a constant source of trouble, it is unlikely you will garner the kind of support that will launch you. I am reminded of a rookie with a promising career who exercised poor judgement twice within a short time frame. Her mistakes included chastising an undercover agent in a bar because she believed he was there too long; and just a few weeks later leaving her firearm in the bathroom of the place where a search warrant was executed. While a mentor may be sympathetic and try to provide advice to such an agent on how to improve her performance and image, recommending her as a candidate is unlikely. Prospective sponsors do not want to put themselves out for people they believe will make them look bad. Even if asked, I will not recommend anyone for a position unless I believe that they can perform optimally. In fact, I have cautioned some to avoid using me as a reference. (You can gauge a potential backer's position by asking if you can use them as a reference, and if they don't seem overly enthusiastic, avoid listing them).

2. **Do your job to the best of your ability (especially when you don't think you are being observed.)** It is more likely that a sponsor will independently notice your knowledge, skills, abilities and attitude and choose to back you, than you are to convince someone who knows little about your work ethic to support you. Your value to your shared profession or organization should drive a sponsor to *want* to take advantage of what you have to offer professionally. After some of my promotions, I later learned that the decision-makers had specifically requested me. (Though I had worked hard, I didn't particularly see myself among these potential bosses as their favorites.) Summers said it was Sandberg's determination, honesty, and loyalty that caused him to see her as asset for his team. Similarly, I have championed for people without informing them, as ingratiation is not the goal, but rather to retain and advance truly talented people to the betterment of the service.

3. **Be sincerely flexible.** It is the rare individual who always gets what she wants - just about anyone who has made it to the top will tell you that they accepted undesirable assignments or posts along the way. I remember vetting a candidate who came highly recommended when I was a Special Agent in Charge. Based on everything I knew personally (I had mentored her in the past) and what I learned from others, I would have placed her name on my short list for this supervisory position – that is until she called me inform-

ing that while she wanted to be promoted she really did not want to come to my division. Her response to my inquiry about why she was applying for a position she didn't want, led me to conclude that she was engaging in a strategy to artificially present herself as being flexible, when in fact she wasn't. Such manipulation removed her from any consideration of support. If you can sincerely offer that you are willing to work wherever you are needed, your sponsorship opportunities are likely to increase.

4. **Don't burn anyone.** Just as you need to protect your reputation, so do your prospective sponsors. One of the reasons I am careful about suggesting people is the affect it can have on credibility. If you vouch for someone and that person bombs, your credibility becomes compromised to the extent it is unlikely that you will be able to recommend anyone else to get through that door. The legendary sponsorship of NYPD Commissioner Bernard Kerik by Mayor Rudolph Giuliani provides a poignant example. Giuliani had mentored Kerik going back to the protégé's detective days, before appointing him to Correction Commissioner and then to head the police department. After Giuliani received raved reviews in his handling of the aftermath of the 9-11 terrorist attacks on the World Trade Center in 2001, he became the ultimate influencer which included access to the President. So it was that Giuliani's recommendation influenced Kerik's being nominated as President George W. Bush's first Homeland Security Secretary. But unethical and illegal allegations surfaced, that Giuliani later admitted he knew about, resulting in Kerik withdrawing his name from consideration just one week later. (Kerik was later indicted, arrested and convicted of several offenses, including lying to officials during his vetting, and sentenced to 4 years.) The recommendation of Kerik is a stain on Giuliani's reputation which affected future recommendations under the Bush Administration. Of course the opposite is also true in that when a high performer is recommended, the sponsor is honored. In my law enforcement career and my role now as a Criminal Justice Program Director and professor, I enjoy hearing positive feedback from recruiters of candidates I recommend.

In conclusion, to those seeking sponsors: although getting one may prove more challenging than obtaining a mentor, it is a worthwhile endeavor. If you are a high achiever and can engender pride, you will likely appeal to someone with influence to back you. To those with power and influence – use it! I am not telling you *who* to help, but I *am* saying there are deserving women in federal law enforcement who could use your support to advance their careers in fulfilment in the mission of their agencies.

<http://www.forbes.com/sites/forbesleadershipforum/2015/10/02/mentorship-vs-sponsorship-and-how-to-maximize-both/#590525cc2a74>.  
<https://www.geteverwise.com/mentoring/how-sheryl-sandbergs-mentor-helped-launch-her-career/>.



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