

NCIS Bulletin

United States Naval Criminal Investigative Service

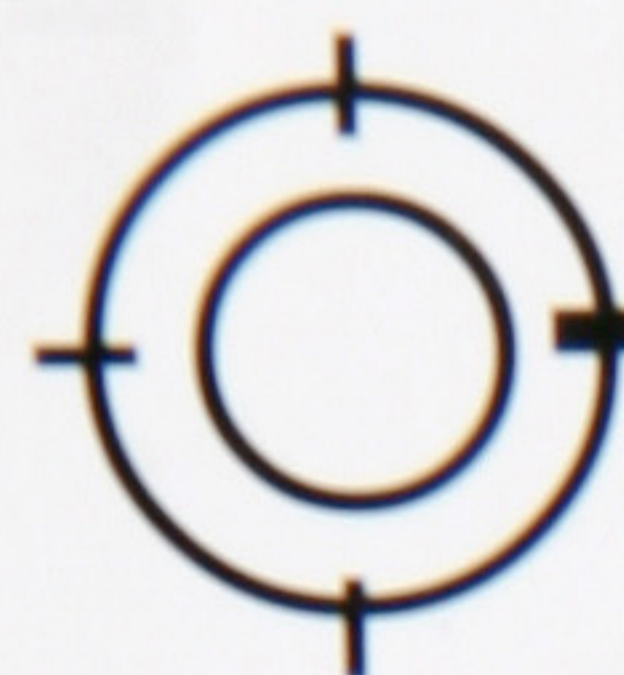
Spring 2000

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SPECIAL AGENT OF THE **YEAR** **HONORS**

PLUS:

A look at our newest Special Agents



Bulletin

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FROM THE DIRECTOR

Over the past few years, NCIS has undergone dramatic, organization-wide change. Throughout that change, however, our mission has remained the same—providing worldwide criminal investigative, counterintelligence, force protection, and security services to the Navy and Marine Corps.

As we embark on a new century, however, the way we fulfill that mission is very different. In my recent remarks to our new class of agents, I noted that law enforcement has become a much more complicated business since I started over two decades ago. We now are preparing to fight various forms of cyberterrorism, adopting new and innovative ways of dealing with domestic violence, and working to counter new and arcane techniques of fraud, just to name a few.

The Cold War, with its clear-cut borders and adversaries, may have ended, but new threats and enemies, in many ways more insidious and devious than those old ones, have arisen. The world is more complex, more violent, and people are more fearful. As a result, our jobs are more demanding, require more creative thinking, flexibility, and judgment.



This issue of *The Bulletin* highlights the excellent work you are doing in this complex environment. Not only are you finding new and innovative ways to solve challenging cases, to protect Sailors and Marines, to make our agency more efficient and effective, you are also going out of your way to make our world a better place. I can't help but admire your performance.

David L. Brant

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From the Editor:

We hope that you like the new look of *The Bulletin*. We really want to hear from you. In our last issue we provided guidelines for article and photograph submissions. *The Bulletin* is your tool for exchanging information, and your input is essential. Please feel free to contact me at:

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There is a need for enhancing communication between Headquarters and the field elements of the Naval Criminal Investigative Service (NCIS). We satisfy this need and increase our effectiveness in serving the Department of the Navy by selectively publishing information of interest to the members of the NCIS. This *Bulletin* is intended for use by all members of NCIS.



Special Agent of the Year Honors

By SA Cheryl DiPrizio



Left to Right: SA Vaughn Bradley, SA Tom Asimos, SA David Early, SA Geoff Yeowell, and SA Rodney Bush

In 1991, NCIS established the Special Agent of the Year Awards in order to recognize exceptional professional accomplishment by Special Agents. Nominations for the Special Agent of the Year awards program are open to all non-supervisory Special Agents, grades GS-13 and below, with awards given annually for outstanding performance and investigative expertise in the areas of Foreign Counterintelligence (FCI), Fraud and General Crimes.

The recipients of the 1999 Special Agent of the Year Awards were honored on 13 October 1999 in a ceremony held at the Naval Criminal Investigative Service Headquarters in Washington, DC. Among the distinguished guests and visitors at the ceremony were the families of the recipients and the following retired Di-

rectors of NCIS: SA Roy D. Nedrow, SA Charles Lannom, SA J. Brian McKee, SA Jack I. Guedalia, SA Bert G. Truxell, SA M. Sherman Bliss, and SA Earl S. Richey.

The 1999 FCI co-recipients, SA D. Geoffrey Yeowell and SA Rodney (Rocky) L. Bush, were honored for their contributions to the highly sensitive, joint NCIS/FBI espionage investigation, code-named "Model Maker." The investigation was initiated in July 1997, after a source provided information to the FBI alleging that a civilian Navy engineer had been providing classified U.S. Navy information regarding a major U.S. weapons system to a relative, a senior foreign government engineer who worked in his same field. The information was allegedly passed in person, when the



SA Rodney Bush with wife Eva, daughter Jessica, age 8, and son Foster, age 11

subject's relative was visiting the United States, and via computer email.

Complicating the investigation was the fact that activity was taking place in two U.S. cities and that the suspect family communicated in a language for which the U.S. government has very few qualified translators. SA Yeowell, as case agent, provided critical management and oversight of all aspects of the investigation, and SA Bush's personal insights and hands-on prowess were pivotal in completing intensive computer-related searches and providing forensic support. The investigation was briefed to high levels within the U.S. government, to include the Secretary of the Navy, the Deputy Secretary of Defense, the Attorney General, two Congressional committees, and the National Security Council staff. Furthermore, the initiatives undertaken in computer forensics and investigative techniques have since set the standard and become a model for future complex counterintelligence investigations.

The 1999 Fraud awardee, SA Vaughn M. Bradley, was honored for his many accomplishments in the procurement fraud arena while assigned to NCISRA Baltimore. Two lengthy investigations in particular, S/DOWTY and C/A.W. STEVENS, INC., were brought to successful prosecutive conclusion by SA Bradley. The S/DOWTY investigation resulted in the GCM conviction of a Navy Lieutenant

Commander for the theft of \$28,000. S/DOWTY, who submitted bogus invoices for a fictitious medical company which he created, was subsequently dismissed from the Navy, fined \$30,000 and is currently pending civil litigation in the matter.



SA Vaughn Bradley and his wife Margaret

The second prosecution involved an initial allegation of bribery which led to information that C/A.W. STEVENS, INC. was mischarging the Navy. SA Bradley developed the probable cause which led to the execution of a federal search warrant, and he provided leadership and oversight of the pre-search operations involving a team of agents from NCIS, FBI, EPA, and the State of Maryland. The search resulted in the seizure of approximately 40 boxes of documents and computer records that showed how the company defrauded the Navy of at least \$800,000 by not disposing of trash in the manner specified in the contract. The company agreed to pay federal and civil fines of \$1.3 million and \$2 million, respectively, of which \$800,000 was ordered to be returned to the Navy. A jail term is also expected for the main suspect, who will be sentenced shortly.

This year was unique in that there were co-recipients in two categories, FCI and General Crimes. The 1999 General Crimes co-recipients, SA Thomas T. Asimos and

SA David G. Early, were honored for their many accomplishments as members of the Mayport Field Office Cold Case Squad. Working together as a team, the investigative efforts and professional performance of SA's Asimos and Early led to the resolution of three cold case homicides.



SA Tom Asimos and wife Stacia with daughters, left to right: Vivian, Emma and Kaity

On 29 June 1999, John Edward BREWER, a civilian, pled guilty to First Degree Murder and Sexual Battery in the brutal and heinous death of Dina Fay KICHLER, at the time a USN dependent wife. S/BREWER was additionally linked to the 1987 murder of a Michele LaFond, and on 30 June 1999, through the aggressive efforts of SA's Asimos and Early, S/BREWER pled guilty in NH Circuit Court to the First Degree Murder of LaFond and was sentenced to life imprisonment, without parole.

A second cold case homicide was resolved on 15 July 1998 when SA's Asimos and Early interrogated James Brian KUENN and he confessed to the December 1976 murder of Carol Dean HUTTO, a 16-year-old girl in Largo, FL. At the time of the murder, S/

KUENN was a junior in high school and a neighborhood resident, but he was not considered a suspect until the case was re-opened in 1994. By this time, S/KEUNN had enlisted in the U.S. Navy and had served almost 11 years.

A third cold case was initiated in January 1999 and centered on the April 1986 murder of Leticia MANALANSAN, at the time the wife of a Navy chief. V/MANALANSAN was found dead in the woods adjacent to the hospital where she worked. She had been severely bludgeoned about the head and face, stabbed 37 times, and showed indications of being sexually assaulted. A former U.S. Navy member, Peter Kimberly JOHNSON, was originally looked at as a suspect by local law enforcement, but the case was not pursued. SA's Asimos and Early conducted a complete review of the original investigation and built a sound interrogation strategy and operational plan. As a result, in February 1999, S/JOHNSON admitted in detail how he brutally murdered V/MANALANSAN. He was subsequently arrested by the Jacksonville Beach (FL) Police Department, charged with First Degree Murder, and is now pending trial.



SA Dave Early and wife Lori

The field of nominees for this year's award reflected myriad talents and distinguished accomplishments, which made the final selections extremely difficult to make. The following Special Agents were also nominated for their significant and noteworthy accomplishments, and are to be commended for their exemplary performances:

In the FCI arena: SA Gregory J. Bachman (FESN), SA John W. Deveny (NENP), SA Randall H. Hughes (MEDB), SA Thomas P. Marzilli (EULN) and SA Kelly L. Murphy (0022B). In the Fraud arena: SA Carla M. Brown (NWFV), SA Kenneth J. Dietz (NEPP) and SA Maria Irizarry-Rodriguez (MPJX). The 1999 General Crimes nominees included: SA David L. Cronk and SA Charles A. Lopresto (EUNA), SA Hildegard D. Cunningham (NENL), SA Wayne S. Goldstein (DCWA), SA Dudley L. Harris (SDPE), SA William S. Heath (NFNF), SA Teresa A. Moses (NWBR) and SA Gregory A. Reid (FEIW).

In addition to receiving the Navy Meritorious Civilian Service Award, each Special Agent of the Year awardee received a laser-etched, jade crystal plaque and a monetary award of \$1,000. The names of the awardees are also engraved on commemorative plaques permanently maintained at NCISHQ and FLETC.

SPECIAL AGENT OF THE YEAR RECIPIENTS

	FRAUD	FCI	GENERAL CRIMES
1991	SA Warren G. Amburn	SA Ruben Diaz	SA Donald D. Johnston
1992	SA Gary M. Marsh	SA David R. Baldwin	SA John R. Snedden
1993	SA Charles G. Coble, Jr.	SA David H. Cannon	SA Janet S. Moller
1994	SA Nancy E. Rich	SA Frank Hernandez	SA Carole N. Cacciaroni SA Thomas A. Gribben
1995	SA Claude R. Baldwin, III	SA Tracy J. Neary SA K. Brian Vaught	SA Thomas P. Marzilli
1997	SA Robert D. Cully	SA Douglas W. Floto	SA Anthony R. Titra
1999	SA Vaughn M. Bradley	SA D. Geoffrey Yeowell SA Rodney L. Bush	SA Thomas T. Asimos SA David G. Early

SA Cheryl DiPrizio is currently assigned to NCISHQ, Code 25B (Special Projects/Special Agent Afloat Coordinator). She has been with NCIS since January 1989.

ABOVE AND BEYOND THE CALL OF DUTY

By SA Jim Rivera

Located in the basement of Headquarters Allied Forces Southern Europe, Naples, Italy is the NCIS Protective Service Unit (PSU), a seven-man unit with the imposing assignment of providing comprehensive, seamless personal protection coverage and security advice to Adm. James O. Ellis, USN, Commander in Chief, U.S. Naval Forces Europe and Commander in Chief, Allied Forces Southern Europe.

Under the guidance and leadership of Supervisory Special Agent Jim Crandall, NCIS Investigators MAC Larry McIn, MA1 Danny Allen, MA1 Kristopher Cokel, MA1 Sandy Berry, MA1 Marvingaye Evans and I make up this unique unit. This combination of talents enables the highly trained team to accomplish their very important and challenging mission. The unit travels throughout the European Theater with Adm. Ellis, providing



Adm. James O. Ellis (center) overlooks troops in Albania, Operation Allied Force while SA Rivera (left) keeps a watchful eye.

close protection and addressing security related issues.

As if the mission weren't challenging enough, the Allied decision to engage forces in Kosovo upped the ante considerably when Adm. Ellis became the Commander of Joint Task Force Noble Anvil and Commanding Officer of Operation Allied Force.

The NCIS PSU faced the extraordinary task of protecting the operational commander of the largest combat operation in the history of the North Atlantic Treaty Organization. The PSU not only rose to the challenge but also did so in high-threat environments and under some of the most unusual conditions.

As Commander of Operation Allied Force, Adm. Ellis traveled extensively throughout the theater of conflict, and with him went the PSU. So, while most of the United States and Europe was home watching the historic events of the Kosovo crisis unfold in the comfort of their living rooms, members of the Protective Service Unit were living the event on a regular, if not daily basis.

From the start of the initial crisis in October 1998 to the final signing of the Kosovo peace agreement in June 1999, the PSU provided thousands of man-hours of personal protection to Adm. Ellis while he went about the task of resolving the crisis. In all, the detail completed a staggering 48 successful missions within the theater of conflict.

Whether it was Albania or Kosovo, the team was always ready and always there, ensuring the security of Adm. Ellis. If we did our job, it was one less thing the Admiral would have to think about and he could concentrate on resolving conflict. I have to give a lot of credit to Special Agent George Murphy, who is now at NCISHQ in the Protective Operations Group.

SA Murphy, who was previously assigned as the CINC's PSA, spearheaded the initial missions into the Kosovo region prior to the war. The missions were unique, we had to think tactically while still maintaining a transparent protective posture, always ready to cover and evacuate if needed. Thinking back, it was an unbelievable experience, actually being a part of history, being there where the bombs dropped, where the field of fire had been just hours before, walking through the refugee camps, seeing the thousands of refugees, watching world events unfold before your eyes.

One experience in particular will be embedded in my mind forever. The day after the Kosovo peace agreement was signed, MA1 Danny Allen and I were

protecting Adm. Ellis as we went into the Kosovo province. From the Blackhawk helicopters, I could see the Russian tanks surrounding the Pristina Airport and blocking the highways. We could see the Serbian forces leaving the city.

When we landed in the British sector, we traveled into downtown Pristina in British Warrior tanks. We were some of the first Americans to see the devastation and destruction that resulted from the NATO bombing campaign. It was very surreal, being inside a tank,



Adm. Ellis (center of photo) with MA1 Sandy Berry (behind Adm. Ellis) during Change of Command Ceremony "AFOR" Albania.

seeing all the damage and hearing live gunfire from the remaining Serbians. It was like a motion picture.

To say the 10 months were quite an experience for the team members would be an understatement. MA1 Sandy Berry related, "On one particular mission, during the height of the conflict, SA Rivera and I were protecting Adm. Ellis and Senator John Warner as they visited a transient refugee camp located on the border of Kosovo and Macedonia. We were well aware of the high threat, and knew the camp had come under gunfire from Serbian troops in the past; so, we knew we had to stay close and be ready for anything. We spotted several Serbian soldiers on a hilltop looking down over the camp. We formed a wall, making ourselves into human shields, blocking the side where the Serbians looked down.

"But what I remember most, as we walked through the camp, I met some of the refugees and heard the stories of how the Serbians raided their homes and businesses. It really made me appreciate what we have in America and that we were doing something very good and necessary by resolving this terrible conflict."

According to MA1 Kris Cokel, it was working with

so many of the NATO Alliance countries that he will remember. "Arriving in Macedonia and Albania, I relied on the French, Italian Special Forces and British SAS to assist with our protection missions. It was amazing to see so many different countries, different cultures, working together to achieve one goal. It was truly a joint effort."

Recalling his travels through the many refugee camps with Adm. Ellis, MAC Larry Mclin remembered the looks of joy and appreciation on the faces of the families and especially the children in the refugee camps. "The refugees were so happy to see us that they would cheer 'USA, USA' as we walked through the camps. It really made me feel proud that we were making a difference in their lives."

Editor's Note: The risks were large, but if you watched the news, you know that every mission was successful and Admiral Ellis always returned safely. The PSU team's professionalism, teamwork and dedication to duty, especially during the endless days and nights and under such extraordinary circumstances and conditions, did not go unnoticed. For their outstanding efforts and tremendous sacrifices, MAC Mclin, MA1 Allen, MA1 Berry, MA1 Cokel, and MA1 Evans received the Joint Services Achievement Medal and were commended by Adm. Ellis. For their efforts and contributions, SA Rivera and SA Murphy received the Navy Civilian Meritorious Service Medal and Award.

If you have had a unique NCIS experience, like SA Rivera, we encourage you to write a story for an upcoming issue of *The Bulletin*.



Camp Hawk, Tirana, Albania.

Regional Supervisory Investigator (RSI)

Training Goes to Iceland



By SA John DiPilato

Nowhere are the forces of nature more evident than in Iceland, which offers glaciers, hot springs, geysers, active volcanoes, icecaps, tundra, snowcapped peaks, vast lava deserts, waterfalls, craters, and even Mt. Snaefell, Jules Verne's gateway to the center of the Earth. On the high cliffs that characterize much of the coastline are some of the most densely populated sea-bird colonies in the world. Ominous and alluring, Iceland, as can be seen in the aforementioned description, certainly provided a unique and unusual backdrop for recent training conducted by the Regional Supervisory Investigator (RSI) and Major Case response Team (MCRT) Leader from NCISFO Norfolk.

The idea of providing specialized criminal investigative training to senior members of the NAS Keflavik Security Department originated during the course of numerous discussions between NCISRA Keflavik SAC Bob Tracy and yours truly in my capacity as the RSI Special Agent assigned under the cognizance of the Regional Security Directorate, Commander Middle Atlantic Region (CMAR), Norfolk, VA. The Security Department in Keflavik is unique in that it lies within the investigative purview of NCISFO Europe but comes under the Commander Middle Atlantic Region, Norfolk, VA for administrative and budget matters.

On 17 September 1999, the NCISFO Norfolk MCRT Leader, SA Fred Ewell, and I boarded a late night MAC charter flight commonly referred to as the "Rotator," which travels weekly between Norfolk and Keflavik. Armed with approximately 300 pounds of training aids and materials, we set out on a cross Atlantic journey to provide this first-of-a-kind training sponsored by the newly created RSI billet.

Previous duty personnel assigned to Keflavik advised us to get as much sleep as possible on the flight over and to stay awake once in Keflavik and to keep a routine schedule, as the plane would arrive in Keflavik at 1100 in the morning. They were right! The plane's arrival was warmly greeted by the Commanding Officer of the Base, making sure that all visitors and newly transferred military personnel (both Navy and Air Force) received a proper welcome aboard.

Upon settling into very comfortable BOQ accommodations, we were off to Reykjavik, Iceland's capital city and home to 164,000 of the country's 272,000 people. The trip from NAS Keflavik to Reykjavik takes approximately 40 minutes and although pretty much a straight drive from the base, the surrounding countryside is punctuated by a very rugged and rocky terrain, so much so that the U.S. Apollo astronauts practiced lunar landing in Iceland prior to their trip to the moon.

Reykjavik was the first place in Iceland to be intentionally settled. It can be a little difficult to traverse since the streets are not coordinated into a grid or square pattern. Shopping is unique and bears a Scandinavian influence. Most items, including food, are quite expensive. A beer will routinely cost \$8 and a good meal on the local economy can start around \$30. Icelandic wool sweaters (lopapaysa) are a staple, but are also expensive.

A new shopping mall in Reykjavik houses the Hard Rock Cafe as well as many other fine stores. However, the key is to get there early, since unlike American malls which stay open well into the evening hours, this one closes at 6:00 pm.

Probably the most fascinating tourist location we



SA Pat Hickson, WFO, with Army Specialist David Costanzo and bomb dog, Kiko.

to control this event [the OSC] has to deal with many resources from different organizations, some Navy, some Army, and some civilian. So, from the get-go, there can be too many things going on to manage effectively. They lose track of time, which can endanger the responders." His words are almost prophetic.

Outside of Building Two, security personnel have evacuated two Observatory "employees," played by Lieutenants Kate Smith and Jim Finney. They're bent over, coughing badly.

IVA Team member Wilson Ennis stands about 10 yards away, watching everything.

One of the evacuees is coughing so hard she has to sit down. The other is complaining about difficulty breathing. The security personnel are beginning to get concerned, but also seem confused. "They're not prepared for the sarin," says Ennis. "The caller said a bomb; so, they think big boom, not gas."

Now one of the victims is lying on the ground convulsing as the other tries to give clues as to their condition. "It's really hard

to breathe," he says.

Ennis admires the performance. "These are some of the best floppers I've seen," he comments as he walks over to the senior security guard to prompt him to move the victims away from the building and to notify the OSC.

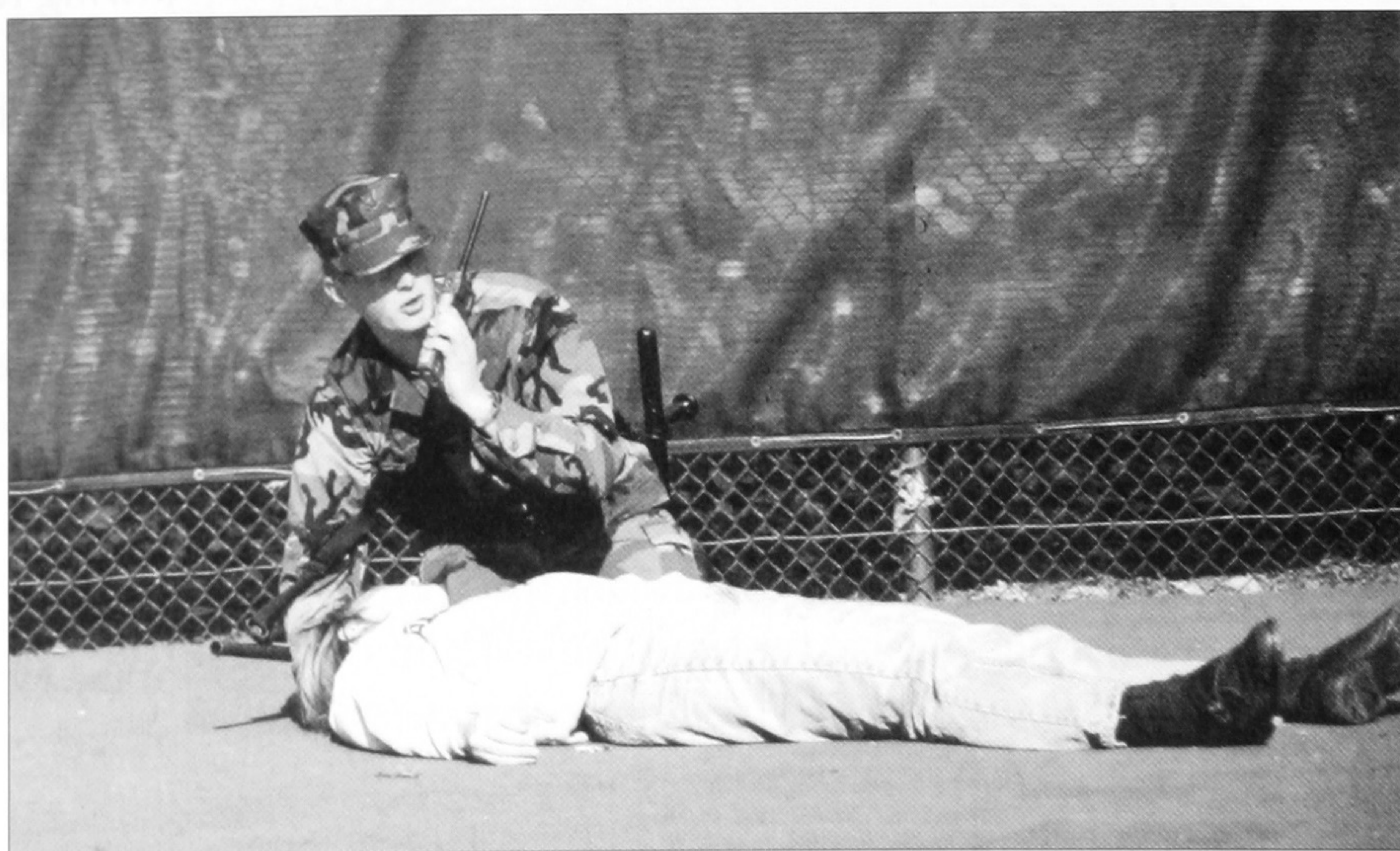
The wail of sirens announces the arrival of the Hazardous Materials response unit. It pulls up in front of another building a few hundred yards away. The crew jumps out and begins the elaborate preparations to treat the gas victims. Ennis observes from the front entrance of Building Two. "Communications problem—the victims are a couple of hundred yards over that way," he says pointing in the opposite direction from the HazMat crew.

Sure enough, the victims are nearly half a mile away on a deserted tennis court, alone except for two ASF guards. They watch helplessly, able to offer only words to the dying, who need medical attention. "Mike-1, Post-2. Be advised that the two subjects are unconscious."

The scene is forlorn.

The exercise scenario is designed to inflict even more casualties, but Kiko, the bomb-sniffing dog, has found the bomb. The "all clear" is given and the exercise concludes.

Suddenly, there is a real victim down by the tennis courts. A Navy man running the physical readiness test has collapsed. The ASF guards, who have just started to return to the command post, make the radio call, and moments later the HazMat crew arrives. The crew responds to the emergency with professional precision. They've practiced for this hundreds of times—it's nothing they can't handle.



"Mike-1, Post-2. Be advised that the two subjects are unconscious."

"Let me speak to the Aliens"

Story & photos by Larry Jackson

"Let me speak to the aliens," began the anonymous caller. "You can't hide it any longer. I want to talk to them. They know me."

"Uh, please hold while I connect you to the Naval Observatory," responded the watch officer.

"Naval Observatory, may I help you?"

"Yeah, let me speak with the aliens. I know they're there, and they're gonna die if you keep 'em. I have to save them."

"I'm sorry, sir, but we don't have any aliens here."

"Then you leave me no choice. I must kill everyone there. The explosion will be huge."

"Is there a bomb, sir?"

"Yeah."

"What kind of bomb?"

"A big one." Lane Ford of NCIS and member of the CNO's Integrated Vulnerability Assessment (IVA) team was getting into his role as a demented, bomb-building alien lover. "A big bomb. In Building Two. You've got two hours to find it or that baby will be in orbit!" Building Two houses a telescope. "It'll be like

the Hubble," says Ford, and hangs up.

The crisis management exercise—a standard part of any IVA—for the Naval Observatory is underway.

Les Vay, NCIS Coordinator for the exercise, watching from the other side of the room, chuckles and says, "Lane is perfect for this." Then he confides, "We originally wanted to run the exercise in another building, close to the national clock, but we moved it because..." He chooses his words carefully. "The logistics would've been too complicated."

As it is, the IVA team will make sure that the Observatory's incident response personnel have plenty to do. The bomb, or Improvised Explosive Device (IED), is placed in a high-value target with a secondary device located outside the building to inflict more casualties on the evacuees by contaminating them with sarin gas.

Meanwhile, in response to the phone call, the base sets Threatcon Charlie and deploys the Auxiliary Security Force (ASF). The ASF is from another base and most of them are unfamiliar with the Observatory grounds and facilities—another challenge for the On-Scene Commander (OSC).

Behind the command post, observing the responses of the OSC, stands NCIS Special Agent Pat Hickson, the Regional Supervisory Agent for the Washington DC Field Office. "This is the first time through [an IVA exercise] for the Observatory," he comments. "Generally, they'll learn more from what they did wrong than what they did right."

Vay joins Hickson and elaborates. "NBC/CBR is a shortcoming throughout the Department of the Navy—most installations don't have the right gear. So, we want them to learn a little about how to cope with the problem now."

He is interrupted by the arrival of the bomb dog, Kiko, and his handler, Army Specialist David Costanzo of the Fort Myer Military Police. The OSC briefs Costanzo, and we follow them up to Building Two.

Vay continues, "But mostly what we're testing are communications. The difficulty is that the person trying



Lane Ford



FORENSIC NOTES

FORENSIC INFORMATION SYSTEM for HANDWRITING (FISH)

By Dick Tidey

In a typical handwriting case there is a victim and one or more suspects. An agent collects known writings from the suspect or suspects and, often, from the victim as well. A questioned document examiner then compares the questioned and the known writings and makes a conclusion.

But sometimes the questioned writings are of a threatening nature and no known suspect exists. Forensic Document Examiner Marc Jaskolka of the NCIS Norfolk Lab notes that the people who are predisposed to write threatening letters often do it more than once. "In fact," he says, "many are quite prolific, but the letters are mailed to different people in different locations at different times, so the chance of manually correlating the letters is very low."

Enter the Forensic Information System for Handwriting (FISH). Developed by the German National Police in the early 1980's, the system was primarily intended to counter the rising number of terrorist threats in that country. FISH allows unsolicited questioned and/or known writings to be searched for the purpose of determining common authorship among different written communications. "In essence," says Jaskolka, "it's like a giant file cabinet, with people contributing files from all over the world."

The United States Secret Service has used FISH at their laboratory in Washington, DC for the past nine years, where it is used primarily to search a large database of threatening letters that have been sent to public officials. FISH is now available to NCIS through the NCIS Regional Forensic Laboratory (RFL-Norfolk) Norfolk, VA. Gen Admin 23B-0052, dated 08 October 1999, explains the details.

HOW WE GOT STARTED:

Back in 1991, Marc Jaskolka examined a threatening letter case that did not identify either the victim or the suspect as the writer. "The case went cold. Then a few years later, we received a case from another city, and I recognized the style and letter formations as being from the same writer, but we still didn't have a suspect."

Two or three more years passed. The lab received a signed apology from someone who had written a threatening letter to the recipient. "I recognized it as the same guy," says Jaskolka. Fortunately, he had kept copies of the previous questioned writings in his safe. "We got some knowns from the suspect; I compared them and they were a clear identification."

Later, by tracing some threats that had never been submitted for analysis and comparing them with the suspect's duty assignments, Jaskolka was able to link the suspect to several other open cases from four different NCIS offices.

"In this particular instance, Marc was able to solve the case only because he recognized certain features of the suspect's handwriting and style of writing," says Assistant Director Ernie Simon. "[Former] Director Roy Nedrow, who was familiar with FISH from his career at USSS, recognized that as a very rare set of circumstances, and he suggested that the USSS Lab and the NCIS Lab in Norfolk work with each other on threat cases. We've been doing that ever since."

- continued

It's Legal



By LCDR Dean L. Dwigans, Code 00JX

On 6 October 1999, the President signed Executive Order 13140 amending the Manual for Courts-Martial. The effective date of the Executive Order is 1 November 1999. While many of the changes will not directly affect how NCIS does business, and how they will be applied by the courts remains to be seen, agents are strongly encouraged to work closely with SJA's, TC's, and OOG/OOJ when situations that might involve the changes arise. A summary of the changes is as follows:

1. Rule for Court-Martial (R.C.M.) 502 is amended to delete the requirement that judges be "on active duty in the armed forces" at the time of trial to enable reserve component judges to conduct trials during periods of inactive duty for training and inactive duty training travel.

2. R.C.M. 804 and Military Rule of Evidence (M.R.E.) 611 are amended and R.C.M. 914A is created to set forth rules to allow the remote live testimony of a child in certain cases by closed-circuit television and to preclude such remote testimony if the accused elects to be voluntarily absent from the courtroom. These changes follow the U.S. Supreme Court's decision in *Maryland v. Craig*, 497 U.S. 836 (1990), which allowed the use of one-way closed circuit television in certain cases. The changes recognize that child witnesses may be particularly traumatized, even if they are not themselves the direct victims, in cases involving the abuse of other children or domestic violence.

3. R.C.M. 1001(b)(4) is amended to clarify that presentencing evidence in aggravation may include evidence that the accused selected any victim or any property as the object of the offense because of the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person. The intent of the amendment is to rec-

ognize that evidence that an offense was a "hate crime" may also be presented to the sentencing authority.

4. R.C.M. 1003 is amended to eliminate the punishment of loss of numbers. This punishment was deleted because of its negligible consequences and the misconception that it was a meaningful punishment.

5. R.C.M. 1004(c)(7) is amended to add youth of the victim (under 15 years of age) as an aggravating factor in capital cases. This amendment was added to afford greater protection to victims who are especially vulnerable due to their age.

6. M.R.E. 513 is created recognizing a psychotherapist-patient privilege, with certain exceptions. This new rule should not be interpreted as a broader physician-patient privilege. This change applies only to communications made on or after 1 November 1999. The privilege applies to victims and witnesses, in addition to subjects. M.R.E. 513 clarifies military law in light of the U.S. Supreme Court decision in *Jaffee v. Redmond*, 518 U.S. 1, 116 S. Ct. 1923, 135 L.Ed.2d 337 (1996). In deciding to adopt this privilege for courts-martial, the drafters balanced the policy of following federal law and rules, when practicable and not inconsistent with the UCMJ or MCM, with the needs of commanders for knowledge of certain types of information affecting the military. The rule contains several exceptions that have been developed to address the specialized society of the military and separate concerns that must be met to ensure military readiness and national security.

7. A new Article 134 offense of "reckless endangerment" is created by adding paragraph 100a in Part IV of the Manual for Courts-Martial. This addition is based on *United States v. Woods*, 28 M.J. 318 (C.M.A. 1989).

Back to the Future....

By Martha Thorn
Trident Feature Editor

U.S. NAVAL ACADEMY - There isn't much that Bruce Dolinka hasn't seen. From action in Vietnam to a Baltimore policeman to an undercover narcotics officer, he has packed his life with more action than most people can imagine.

Now Supervisory Special Agent at the Naval Criminal Investigative Service Resident Agency, Annapolis, Dolinka describes himself as one of the few and the proud because he was born and raised in the nation's capital, Washington, DC.

After high school, he entered the Army and received a one-of-a-kind experience in Vietnam as the Army and Navy joined forces to protect rivers from the enemy.

After his military service, he went to college and got a degree in history, but found his niche with the Baltimore Police Department.

"I had the time of my life," says Dolinka, who spent most of his time with the department in narcotics enforcement.

About the time that his wife told him she was getting tired of the late hours, the uncertainty about his safety when he was making arrests and conducting search warrants, and the fear of having to pick him up at the emergency room, a friend left the force to enter the world of travel and espionage.

Dolinka was not far behind, and in 1983 he reported to his first assignment with the Naval Criminal Investigative Service at Camp Pendleton, Calif.

He joined an agency that provides worldwide criminal investigative and counterintelligence capability to the Navy and Marine Corps.

"That first day was the last time for awhile that I carried a briefcase and wore a three-piece suit," Dolinka recalls. "It wasn't long before I was losing the suit, growing my hair, driving an old AMC Hornet and working narcotics again."

"My wife was ready to head back to Baltimore, but she stayed and it soon got better."

Since joining the agency, Dolinka has never been bored.

On some tours, he has worked a variety of crimes.

On other tours, he has done more specialized work, including foreign counterintelligence.

As a training coordinator, he developed plans and programs to benefit agents worldwide.

As a Supervisory Agent in charge of criminal investigations, he oversaw criminal investigations, protective operations and coordination of the local agent applicant program.

"The agency has always been good to me," Dolinka says, "and we are well on our way to becoming the model law enforcement agency for the Department of Defense. This is a direct result of the agency's commitment to support the Navy's top three priorities: readiness, quality of life and modernization."

"We are doing this by shifting our resources to high impact crimes, reinvigorating our agency with specialists, and being flexible enough to continually reassess what we can do for the Navy and Marine Corps to protect its people, information and technology."

Reprinted from the Naval Academy Trident, by permission.



SA Bruce Dolinka as a new hire, September 1983.

HOW IT WORKS:

When a questioned or known writing is submitted for evaluation, the FISH computer scans an entire page of writing, with particular emphasis on a given portion of text (usually four lines). Measurements are taken and digitized into the database where they are stored. This allows the computer to “remember” the characteristics of the writing.

Then, the system can search to see if there are writings within the database that may match the newly entered writings. FISH will then select possible matches from within its database in a ranked order, displaying them one at a time on a monitor.

Subsequently, a questioned document examiner compares the ranked database entries with the questioned document. If a potential match exists, the examiner will use all the original documents to conduct a complete examination.

“Every time a writing is submitted to FISH for evaluation, its indicia are entered into the database—that big filing cabinet,” says Jaskolka. “From that point forward, they will always be searched as new documents are put in the system.”

WHAT IT WILL DO FOR NCIS:

NCIS investigations that involve unsolicited writings to include threatening letters, or those that could possibly be perceived as threats, will be entered into the FISH system for a search of previously entered writings from around the world.

By allowing RFL-Norfolk and San Diego, Criminal Intelligence Division (Code 23CI), Protective Services Operations Division (Code 22) and the Threat Management Unit (Code 23B) to search a very large number of records, FISH increases the likelihood of being able to identify the writer of the questioned threat.

And in cases where FISH doesn’t immediately identify a match, the data are permanently retained in the database for future reference. According to Jaskolka, “Every time anyone enters a case in the database, FISH will automatically search the system for possible matches. So, the odds of eventually identifying the writer are increased.”

FISH REQUIREMENTS:

Typically, threatening writings are sent by disgruntled people. These writings may be submitted for FISH entry, and may also include written threats left at a crime scene, those that are sent to commands, recruiting offices, potential court witnesses, court personnel, racially or sexually oriented messages or any others that are of a threatening nature.

All writings entered into the FISH database must be original documents and contain at least four lines of cursive and or hand-printed writing. The database cannot accept signatures; therefore, checks and credit card receipt cases are excluded from FISH.

MISCELLANEOUS:

All FISH documents will be examined for the presence of indented writings; other forensic examinations will be conducted as requested, including latent print examination.

All FISH documents will remain at the NCIS RFL in Norfolk, VA and will not be returned with the Report of Analysis.

Any questions pertaining to FISH can be directed to Richard Tidey or Marc Jaskolka at NFZN (757) 444-8615; DSN 564-8615.

Richard Tidey has been with the NCIS RFL Norfolk since May of 1991 and Marc Jaskolka has been with the NCIS RFL Norfolk since April of 1988. Both are retired police officers.



Director Brant hosted a breakfast meeting in late October with seven of our former Directors, from left to right: Roy D. Nedrow, Jack I. Guedalia, Earl S. Richey, Bert G. Truxell, Charles R. Lannom, M. Sherman Bliss and J. Brian McKee

Chester Makes Top 100



This fall, the Florida Times-Union published its rankings of the 100 greatest athletes of the 20th century from the Jacksonville area. Coming in at 87 was Special Agent Al Chester, now Assistant Director for Training and once again living in the Jacksonville area.

Citing his three-year run as a starting quarterback at Florida A&M University (FAMU) from 1976 to 1978, the paper noted that, in addition to throwing for 2,844 yards and 25 touchdowns and leading the Rattlers to a 11-0 season in 1977, Chester maintained a 29-4-2 record as a starter. The following year, as a senior, he led FAMU to a 12-1 record and the inaugural Division 1-AA national title in a 35-28 victory over Massachusetts. Chester was inducted into the FAMU Hall of Fame in 1985.

Commented Ruddy Hubbard, former FAMU football coach, "He basically turned into a coach on the field. He was calling plays and using an audible system at a time when you didn't see a lot of people doing it, even in the pros. Albert could handle all that. He was an awesome person, a guy you want representing your team."

Chester's leadership was instrumental in his selection. The Times-Union sportswriters noted he was "the undisputed leader of the first true national championship football team in the state of Florida."

The article also highlighted Chester's selection as Black College Player of the Year in 1978 and his subsequent professional career in the Canadian Football League and the American Football Association.

Chester's son, Al, is following in his father's footsteps. At age 14, he is the quarterback of his team at Episcopal High School in Jacksonville, Florida.

Fighting Crime with Training

By Martha Thorn

Trident Feature Editor

Reprinted from the Naval Academy Trident, by permission.

U.S. NAVAL ACADEMY - The door is jimmied, the money gone and a victim injured. The perpetrator has fled the scene after a shoot-out with a Naval Academy Department of Defense police officer.

This is typical of the major cases demanding the expertise of the Naval Criminal Investigative Service.

NCIS used this scenario to teach 16 students how to gather evidence and reconstruct a crime scene during a recent one-week training school held at the Naval Academy. Students included Naval Criminal Investigative Service field agents and members of the Pentagon's Defense Protective Service, the Air Force's Office of Special Investigations, command investigators from the Washington Navy Yard and USNA's Department of Defense police detectives. They were joined by interns in the forensic master's program from George Washington University.

"In this course, students learn the standard that we expect from our agents and from anyone that we will be working with at a crime scene," says John Marsh, one of the course instructors.

Marsh is both a special agent at the NCIS Resident Agency here in Annapolis, and the major case response team coordinator for NCIS in the Washington, DC, area.

"This course ensures we'll all be reading off the same sheet of music," he says. "Students don't prove their knowledge by taking an exam, but by how they do in this practical exercise."

Another instructor in the course, Donald Housman, was a contributing editor for "The Field Guide for Crime

Scene Investigation." This is the law enforcement handbook for what to look for at a crime scene. Housman also supervises the Forensic Consultant Unit for the NCIS Headquarters in Washington, DC.

"The first thing I do when I arrive on a crime scene is open the book," Marsh says. "The last thing I do when I leave the crime scene is close the book."

"The important thing is for the students to learn basic crime scene processing," Housman says. "The steps are the same no matter what the crime."

This class covers overall crime scene management, how to document with photographs, sketches and notes; fingerprint processing, and how to collect, handle and process trace evidence, biological fluids and impression evidence like footprints and tire marks.

Once the students have mastered these concepts, they'll move on to more advanced training in reconstructing the crime scene through the use of projectile trajectory and blood pattern analysis.

Marsh says that what the agents now do at a crime scene is not necessarily new, but rather an expansion of what NCIS has been doing for years. "We've just improved our training, our techniques and our methodology," he says. "We've built on new scientific developments to enhance our capabilities."

"The idea is to be professional and stay professional," Housman says, "and the way to do that is through training and active participation in professional organizations. To get to the top of our game and stay

there, you've got to know the latest and greatest that's out there, and then you need to teach your people so they will know it too."



Christine Chapman, an intern at HQs Code 23, and a student in the master's forensics program at George Washington University, honed her skills at a class taken at the Naval Academy recently.

FIELD NEWS

NCISRA Singapore:

Due to its vast area of responsibility and hectic travel schedule, NCISRA Singapore personnel rarely have the opportunity to get together for an office outing. On one of those extremely rare occasions, the proletariat went out for a "traditional" Chinese meal.



Standing from Left to right: Unknown comrade, SA David Watson, IA Terry Leggett, SA Chuck Howard, SSA Bob Mulligan, SA Greg Bachman, Unknown comrade, SA Steve Kolodji.

Seated from left to right: Mrs. Linda Watson, Mrs. Nora Leggett, Mrs. Mary Bachman. Not pictured: Mrs. Lori Howard.

Gulf Coast Field Office Joins Forces with CNET

In an effort to transcend the long-standing NCIS norm of exclusive criminal investigative jurisdiction on all felony crimes within the Department of the Navy, the Gulf Coast Field Office (GCFO) has joined forces with the Chief of Naval Education and Training (CNET) to create a senior position on the CNET staff.

Special Agent-in-Charge (GCFO) Don Bruce notes that the position, Staff Criminal Investigations Coordinator, represents an evolution of the NCIS Regional Supervisory Investigator (RSI) program.

"The RSI program was created to help Regional Security Officers and Command Investigators cope

with new responsibilities resulting from our [NCIS'] refocusing of investigative priorities; so, RSI's are usually placed in a hands-on supervisory role," says Bruce. "They're overseeing the work of the Command Investigators on a daily basis."

While the RSI program is a Headquarters-driven initiative, the Field Office Special Agents-in-Charge (SACs) in nine locations world wide have the latitude to tailor the program to the needs of their respective areas of responsibility.

"When we examined the vast geographic area covered by CNET and GCFO," continued Bruce, "we concluded that both organizations would be best served by a



SA Randy Waddell is flanked by SAC Don Bruce and Captain Tom Greene, Force Judge Advocate, CNET.

staff position at the highest level of the command."

Captain Thomas W. Greene, Jr., Force Judge Advocate for CNET, agreed with Bruce, and on 14 September 1999, Vice Admiral John W. Craine and Special Agent-in-Charge Bruce executed a formal Memorandum of Agreement (MOA) to establish the position.

Special Agent Randall C. Waddell, previously assigned as the Supervisory Special Agent at NCIS New Orleans, is now serving in the new position, working directly for Capt. Greene. Under the provisions of the MOA, Waddell advises CNET on all criminal investigative matters and related training issues affecting NAVEDTRACOM, as well as other collateral duties.

FIELD NEWS

Okinawa Agents Honored

By SSA Tim Carruth

If you've ever worked with Japanese law enforcement agencies, you know the phrase "cooperative spirit." That spirit was evident when local Japanese police departments recently honored several NCIS Resident Agency (NCISRA) Okinawa agents and security specialists. The investigative cooperation led to the successful resolution of several crimes occurring within Japanese jurisdiction.

In February, the Chief of the Okinawa City Police Department recognized Special Agent Marie Acevedo for her cooperation and assistance in several sexual assault investigations. In the same month, the Chief of the Ginowan Police Department awarded Special Agent Dave Patterson and Security Specialist Masaki Tanahara with Letters of Appreciation for providing assistance to an investigation into the brutal rape of a local Japanese woman. The police praised the two for their relentless pursuit of the suspect and assistance in evaluating forensic evidence.

Most recently, two NCISRA Okinawa agents were honored by the Okinawa City Police Department for the successful resolution of the off-base robbery of \$34,000 from a local Okinawa businessman. Special Agents Dan Carlin and Tony Blane were recognized



SA Dan Carlin receives his award from Mr. Masaharu Nakamura, Chief of Police (Okinawa City); standing to SA Carlin's left and also awaiting award presentation is SA Tony Blane.

for using information obtained from an NCIS cooperating witness to identify two suspects involved in the crime.

European Field Office Force Protection

NCISFO Europe provided force protection support to Joint Task Force Shining Hope in Albania and Kosovo. As part of the JTF, Special Agents Tom Marzilli, Joe Pizzino, and Ken Minnick established a forward-deployed NCIS force protection unit at Durres, Albania. Also serving in the unit were Special Agents Ray Seifart (EURT), Scott Bernat, and reserve Special Agent Chip Cushman.

This highly effective unit, in a hostile environment without host country support, provided force protection information in direct support of local, theater, and national requirements for the NATO operation against Serbia.



SA Joe Pizzino (EUSI) and SA Tom Marzilli (EULN), pictured with personnel from the Italian Guardia Di Finanza (Italian military customs and finance police) maritime unit in Durres, Albania. Joe is second from left and Tom is directly below Joe.

Following the signing of the peace accord on 10 June 1999, the NCIS unit in Durres was disestablished, but went on to provide force protection support to NMCB-3 during their redeployment from northern Albania to Kosovo.

JCITA

Joint Counterintelligence Training Academy

By SA Andy Sperber

The Joint Counterintelligence Training Academy (JCITA) officially opened its doors on 1 October 1999 and graduated 26 students from the inaugural two-week FCI Basic Course later that month. To date, additional courses in CI Force Protection Source Operations (CFSO), FCI Familiarization and Surveillance have been conducted with a total of 77 Department of Defense FCI personnel from all four military CI services having attended.

During FY00 JCITA plans to conduct 24 course iterations, with a student throughput of approximately 550 students. In addition to the above named courses, stand-alone classes will be taught in Advanced FCI, Collection, and CI Analysis. A new CI Technology Protection course is under development and is planned sometime in 3rd or 4th quarter of FY00. Service quotas are established for each course; thus, the military CI agencies incur no cost to send students, as all travel and per diem is paid for by the JCITA.

On 28 January 2000, Mr. Art Money, DOD Counterintelligence Director, and the directors of the

MCIOs dedicated a new, 1.5-million-dollar facility expansion. The new facility arrives just as the JCITA begins conducting two and three courses at the same time. Improvements include additional staff offices, a student break room, and two state-of-the-art classrooms containing enhanced audio/visual and computer ready hardware. One of the classrooms is a compartmented, SCI-certified space. In addition, the JCITA is being designed and outfitted to conduct automated computer-based distance learning and DCIIS training.

The JCITA is comprised of active duty military, civilian and contractor personnel from NCIS, OSI, Army MI and USMC CI. The current staffing level is 13 full-time instructors and nine administrative support staff.

NCIS currently provides four FCI personnel to the staff, including the Deputy Director, two FCI instructors, and one administrative support person. All personnel are currently in place with the exception of two contractor instructors scheduled to begin duties in early 2000.

tors scheduled to begin duties in early 2000.



Ribbon cutting ceremony took place on January 28, 2000.

SA Andy Sperber is assigned to JCITA as the Deputy Director. He has been with NCIS since August 1981.

FIELD NEWS

Law Enforcement Softball Tournament at Everett, WA

Naval Station Everett, WA hosted the 8th annual Federal Law Enforcement Softball Tournament in August. Twelve teams, representing NCIS, INS, Veterans Administration, IRS, ATF, U.S. Probation, U.S. Bureau of Prisons, U.S. Marshals, DEA, FBI, and Customs, competed in the tournament, which benefits the Special Olympics.

Competition among the teams is fierce. Most teams participating in the tournament play in softball leagues in the greater Seattle area. The NCIS team went 1 and 2, defeating INS, but losing to the IRS and the Marshals, who went on to win the tournament.

The NCIS team, however, met its objectives. "We had two goals this year," said team organizer, Special Agent Jim Burkhardt. "Our first was to play better than last year, and we did, increasing our defense both in the infield and outfield. We also added to our batting and pitching capabilities. However, we lacked the home run hitting of our competition. Both the IRS and the Marshals hit several home runs against us, including a couple of grand slams." The games last only 70 minutes; so, falling behind by even a few runs makes it difficult to recover.

Burkhardt continued, "Our second goal was to have fun and stay healthy, and we did that. Other than a few sore muscles and strains, everyone survived intact."



Front Row, left to right: Francis King (Boeing), Susie King, Jennifer Dodge (Boeing) Lisa Burkhardt, Charlie Smith (NWBR), PO Elizabeth Sheckles (NAVSTA Everett Security).

Back Row, left to right: (kneeling) Gordon Squirier (NWBG), SA Jim Burkhardt (NWEV), SA T. Paul Hayes (NWEV), SA Tim Donovan (NWEV), Brad Asche (MWR), Shauna Chapdelaine (NLSO Everett), PO Brian Humphrey (NAVSTA Everett).

As hosts for such a massive exercise, Naval District Washington security personnel had their hands full.



LT Ronnell Johnson, Precinct Commander for Washington Navy Yard, slowed up just long enough to say a few words. "We've never been tested on this scale before," he said as a Park Police helicopter landed on a road just a hundred yards away. Nodding at the 'chopper he continued, "We've had two of these land today—one over at Bolling [an adjacent Air Force Base] and this one—so, we had to get fire and rescue personnel here and at Bolling, plus escorts for the Army



team coming in from Fort Detrick. On top of that, we're using our First Lieutenant Division to patrol the waterfront in boats. We had to activate the Auxiliary Security Force to handle Threatcon Charlie and to establish checkpoints at the entrance from Bolling, since there isn't a gate there." Shaking his head, he concluded, "Nah, we've never tried anything like this before, but I think it's a great success."

Meanwhile, Mrs. Jones, played by US Army Captain Shannon Stutler, lay on the ground while a team of specialists from the Army's Technical Escort Unit in biological protection gear completed the involved process of defusing the bomb attached to her back. Initially worried that they would not be sufficiently challenged by the scenario, the team was surprised by the sophisticated device. "We're dead," muttered a disappointed sergeant as he examined the device after gingerly removing it from Captain Stutler's back.

"Well, she's been blown up, and she's still got a long day ahead of her," confided Major John Nerges as his team of medical technicians from the US Army's Medical Research Institute of Infectious Diseases (USAMRIID) in Fort Detrick, MD moved in. "We've 'revived' her for training purposes," he explained. "She's still contagious; so, we'll treat her medical conditions and isolate her, then transport her by helo to Fort Detrick. By then the medical team from Walter Reed should be in place at USAMRIID, and then they'll begin working on her. This will be the first time we've had the folks from Walter Reed participate in an antiterrorist exercise. It's been a super learning experience."



A happy ending to a long day. NCIS SA Gary Hardgrove presents LCDR Jim Otto, USNR with his NCIS badge and credentials.

CRYSTAL BREAKERS

BY LARRY JACKSON

Photos by Janet Reynolds and JO2Ashe

Monday, the 13th of September, was a very bad day for Mrs. Jones.

The day before, she was visiting her daughter, a JO-3 assigned to Naval Station Anacostia, when terrorists stormed the barracks and took her and her daughter hostage. After an all-night standoff and extensive hostage negotiations with Naval Criminal Investigative Service (NCIS) agents, the terrorists released Mrs. Jones, but only after strapping a bomb to her back and injecting her with an unknown biological agent.



Left to right: SA Bruce Dolinka, SA Greg McKamey, and SA Steve Milligan are the NCIS negotiating team.

Watching her leave the barracks, the exercise control officer, LCDR Jim Otto of the NCIS Headquarters Reserve Unit, looked at his watch and said, "So far, we're right on schedule." He was referring to the schedule of events for Exercise Crystal Breakers, designed to test the communications of the 16 participating federal agencies as they responded to terrorists equipped with automatic weapons, bombs, and biological agents.

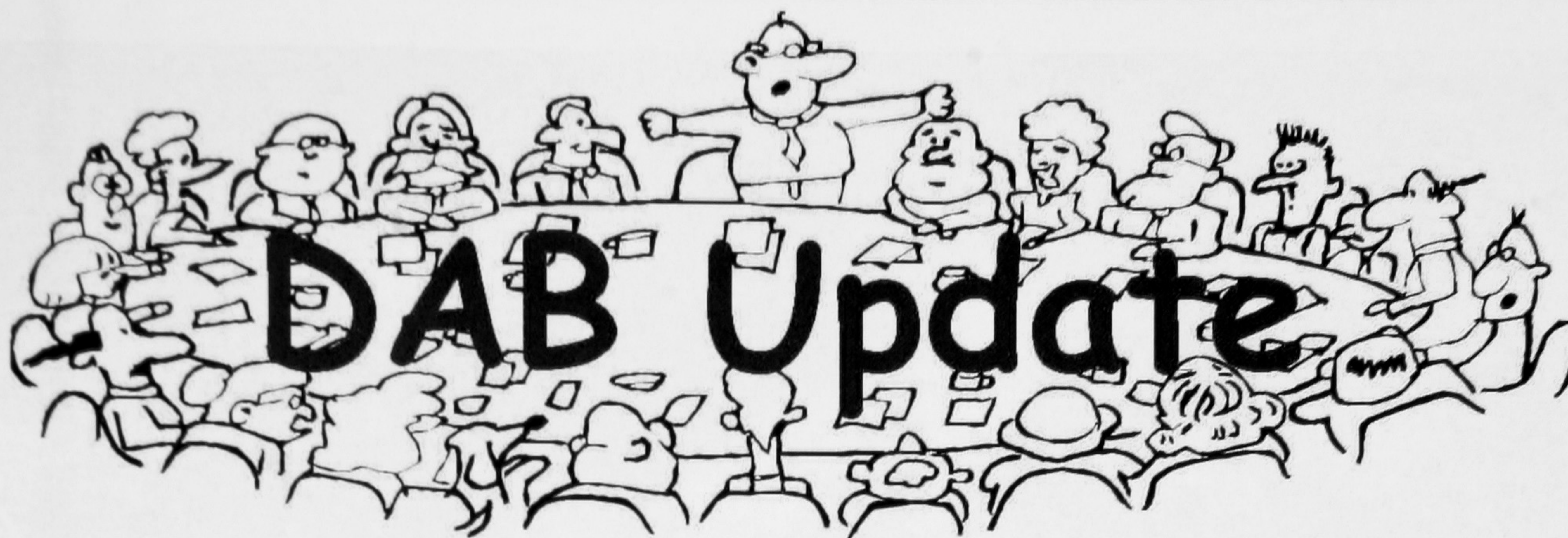
"This exercise is the culmination of over nine months of planning," said LCDR Fred Crawford, another Navy Reservist with NCIS. "We ran a tabletop exercise in December, and using the lessons learned from that, we've been planning Crystal Breakers ever since. And once we've completed this exercise, we'll work with the DC Field Office to develop a training manual so that any naval base can conduct an exercise like this one."

"This exercise wouldn't be happening if it weren't for Jim Otto and the Navy Reserves," commented Greg Scovel, Special Agent in Charge of the Washington, DC NCIS Field Office. "And in this case, they're supporting not only the Navy, but 16 other federal agencies. The coordination required has just been enormous, but I think it's paying off."

Rear Admiral Christopher Weaver, Naval District Washington, agreed. "Having the Reserves run the exercise is a terrific idea, since it allows us to concentrate on the [exercise] mission at hand," he said during a brief break from his command post. "We're being tested to the limit here; we're making mistakes; we're learning. That's what exercises are for. Unfortunately, this type of terrorist threat and weapons of mass destruction represents a real threat that we must prepare for."

Glancing up, the Admiral saw SA Tom Mahlik approaching and noticed the Capitol Hill Police SWAT and U. S. Park Police SWAT teams moving into position. "Gotta go," he said.





By SA Shannon Zimmer, DAB Chair

Even the Blizzard of 2000 Can't Stop the DAB

During the last week of January, the members of the Director's Advisory Board (DAB) met at Headquarters to discuss and address the latest issues and concerns from the field. Despite the "Blizzard of 2000" in Washington, DC, the members accomplished their goal, presenting to the Director and his staff new and innovative ideas, as well as truly unfettered feedback from the field.

You should be very proud of your DAB Representatives. They showed true dedication to the DAB mission and really want to make this organization exceptional.

Roughly 40 issues, concerns and/or questions were brought before the board to be discussed at the conference. Due to the bad weather and shortened schedule, not all topics were fully discussed or resolved. However, as a group, we came to the conclusion there were only a few issues that affected the entire agency.

Non-Agent Issues emerged as the primary item proposed to the Director and his staff. Specifically, the DAB proposed that the Strategic Planning Group (SPG)—which has had great success with the Mobility/Stability Policy and other significant projects—define and develop the non-agent mission within the organization. Particular emphasis will be placed on career paths, training, morale, mentoring, professional positions, and standardization within the non-agent field.

The Director and his staff agreed with the proposal and stated that a high priority would be placed on addressing the non-agent issues. Be prepared for some challenging, thought-provoking, and exciting times ahead.

Other concerns that were presented and proposed to the Director and his staff are listed below:

- DAB Reps should conduct confidential exit interviews of all NCIS employees. The information obtained would be used in a proposal that would be presented later, on the retention of good employees within NCIS.
- The DAB and the Inspections Department (Code 06) should have each non-US office develop a Natural Disaster Preparedness Plan (NDPP). Since many foreign countries might not be able to provide aid under extreme circumstances, the NDPP helps ensure the offices and employees are prepared to deal with natural conditions that can displace them for an extended period.
- The DAB and the Communications Department (Code 07) will cooperate to establish better employee recognition procedures.

The DAB also recognized the efforts made to improve communications within the agency, via email, GenAdmin, or by voice.

The DAB does have impact, it does listen, it is heard, and it will continue to be a major source of information and inspiration for the Director and his staff.

If you have any questions or concerns about the DAB and/or issues presented at the DAB Conference, please talk with your local DAB Rep or contact the DAB Chairperson at (202) 433-7113.

NCISFO CAROLINAS HOSTS 2ND ANNUAL LAW ENFORCEMENT CHARITY SOFTBALL TOURNAMENT

By SA Robin Knapp, CALE

On 11 September 1999, NCISFO CAROLINAS, Camp Lejeune, NC (CLNC) hosted the Second Annual Law Enforcement Charity Softball Tournament, with eight local law enforcement agencies participating. The tournament benefited the Boys and Girls Club of Onslow County, NC and raised approximately \$6,000, which was matched 3 to 1 by the North Carolina Governor's Commission on Crime Control for a total contribution nearing \$24,000!



Tournament director, SA Schuyler McLaughlin, did an outstanding job of organizing, directing, and running the tournament while playing on the NCIS softball team. Seventy (70) local organizations/companies stepped forward to sponsor the tournament by placing advertisements in the program booklet and/or donating products, services, and cash for the tournament.

The Boys and Girls Club will use the proceeds to purchase a new van.

As far as the actual softball went, the NCIS team did extremely well for a bunch of old men, coming in second with a 7-1 win/loss record. The Provost Marshal's Office (PMO), CLNC, placed first with an identical record. NCIS played PMO previously in the

tournament and won 13-12, but the old men of NCIS were worn out from two days of softball and the kids from PMO pulled out the win in the championship game.

During the first tournament, the NCIS team placed third and PMO, CLNC won the title; so the NCIS team, led by coach/player Robin "Napoleon" Knapp (that's me), was very pleased with the performance. NCIS definitely gave PMO a run for their money, even though some of them looked young enough to be in high school.

The charity tournament was founded in 1998 by former NCIS SA Steve Neher, who is presently with the Drug Enforcement Agency (DEA). Steve and his wife Allysha, organized and directed the first tournament, which raised approximately \$4,000 for the Onslow County Women's Shelter. They set into motion a great platform to help those less fortunate.

And the winner is:

- (1) PMO, Camp Lejeune, NC
- (2) NCIS Camp Lejeune, NC
- (3) North Carolina State Highway Patrol, Jacksonville, NC
- (4) Jacksonville Police Department, Jacksonville, NC
- (5) Onslow County Sheriff's Office, Jacksonville, NC
- (6) PMO, New River MCAS, Jacksonville, NC
- (7) Pender County Sheriff's Office, Burgaw, NC
- (8) Probation Office/BAR Association, Jacksonville, NC

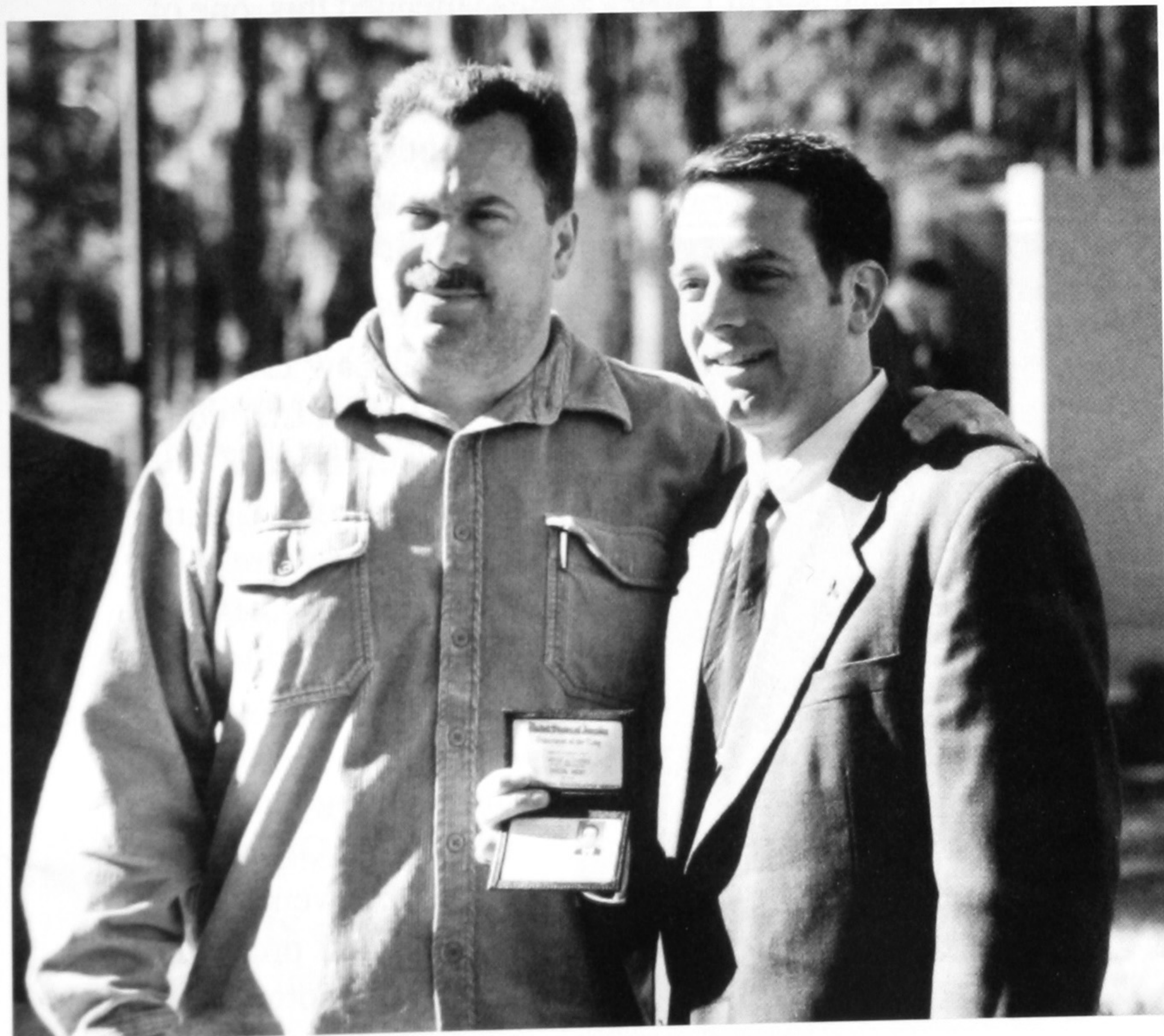


Left to right: SA Brian Dykes, bride Annmarie, mother Barbara and father SA David Dykes, retired.

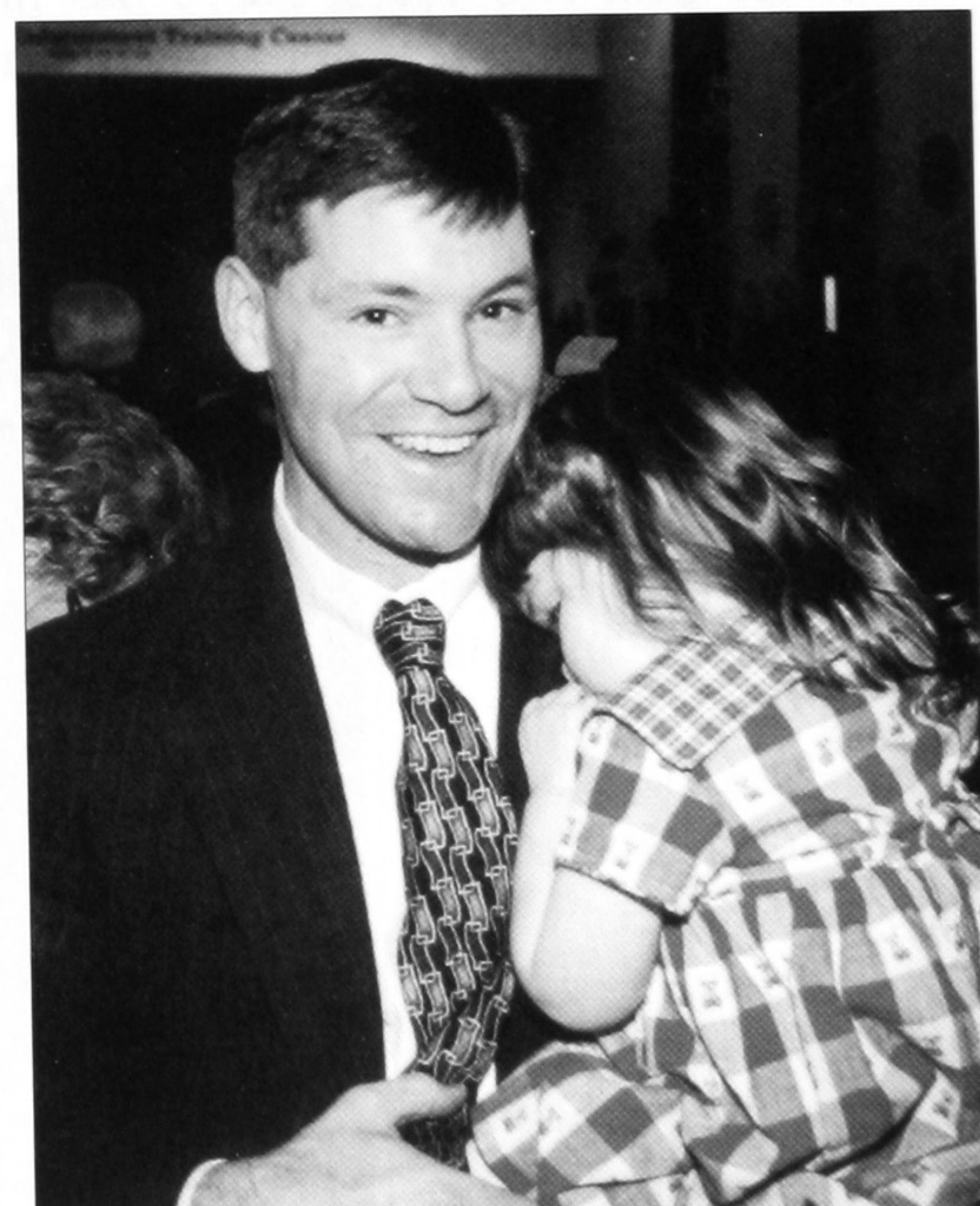
Brant exhorted the class to do their best: "Remember that you are the future of our agency. The welfare of NCIS and its future course lies in your hands. Approach every assignment, every case, be it large or small, with this heightened sense of responsibility and professionalism. Aristotle wrote: 'We are what we do. Excellence is not an act, but a habit.' Take these words to heart and make excellence your everyday companion. Demand it of yourself and those you work with. I am sure that if you do, NCIS will be in safe hands."




Left to right: SA Andrea Hosken, SA Michael McLean and SA Andra Folescu



SA Marc Franco with Detective Russ Krom, former colleague from NYPD.



SA Dale L. Holden with daughter Haley.



Largest SA Class in Years Graduates from FLETC

Story & Photos by Paul O'Donnell

On January 21, 2000 Director David Brant swore in the largest NCIS class in almost a decade—57 Special Agents. The 45 NCIS Special Agents completed the rigorous 10-week criminal investigative training program (CITP) and were later joined by their 12 Marine CID agent counterparts for the 6-week NCIS add-on. The class finished up with high marks and great eagerness to get to their assignments in the field.

This class featured the largest contingent of Marine CID Special Agents to go through the training program at FLETC, and according to SA Al Chester, Deputy Assistant Director for Training, not only did this integration happen smoothly, but the CID agents were a real benefit to the class. “Of course,” added SA Chester, “the top-notch staff and field training agent team helped things considerably.”

Two Coast Guard Special Agents and one Air Force OSI Special Agent also attended the entire CITP program with the class, and the Coast Guard agents stayed for the NCIS add-on. Both the Coast Guard and the Air Force are looking at the FLETC program for possible future use.

The NCIS class has an interesting mix of backgrounds and experience. Seventy-five percent have

previous law enforcement experience, while 40 percent have military experience. Twenty-seven percent hold advance academic degrees, and 38% speak a foreign language. Fifteen percent of the class were women, while 19% came from culturally diverse backgrounds.

Newly-graduated SA John Fencsak commented on his class. “We seemed older and more mature (average age of the class was 28) and more focused. If there was any competition within the class, it was each person with him or herself. Each of my classmates brought something valuable to the table in terms of experience.”

The graduation ceremony was held in the chapel building at FLETC with a good number of spouses, parents, and well-wishers in attendance. SA Michael McLean, dressed in full Scottish regalia, led his classmates into the hall playing “Scotland the Brave” on his bagpipe. Perhaps the most poignant moment in the ceremony came when retired SA David Dykes handed NCIS special agent credentials to his graduating son, Brian.

After words by SA Tim Picard, the class counselor, and class president, F.J. Carney, Director Dave



The DCIO's co-hosted a joint defense liaison reception for 1,000 guests.

Next, NCIS was off to the "National Organization of Black Law Enforcement Executives" (NOBLE) conference, held in Portland, Oregon in August. Ten NCIS field managers along with several HQ representatives attended on behalf of NCIS. This event gave those in attendance an opportunity to meet executives who impact their organizations through confident leadership.

During 20-24 September 1999, NCIS moved on to the "Hispanic American Police Command Officers Association" 26th annual conference held in Los Angeles, CA. In attendance were SA Robert Riveria (Hawaii Field Office), SA Karl Rodriguez and SA Mari Alvarado (San Diego Field Office). This organization enjoys a loyal and proud membership who benefit professionally from conference attendance.

NCIS closed out the conference circuit with the annual International Association of Chiefs of Police (IACP) conference held in Charlotte, NC 31 Octo-

ber through 04 November 1999. Special Agents Robin Knapp and Ken Minnick (Carolinas Field Office) manned the exhibit booth and got an opportunity to meet numerous leaders in law enforcement. NCIS hosted a Chiefs' breakfast liaison event honoring police chiefs who have assisted NCIS over the past year. Additionally, NCIS, in conjunction with DCIS, AFOSI, and Army CID hosted a joint defense liaison reception for 1,000 attendees (US and foreign police). This event was a huge success, as measured not only by its impressive attendance, but also by the strong presence it secured NCIS at the conference.

In addition to these conference events, NCIS participated in a one-time event at John Jay College of Criminal Justice in New York City. The Communications Directorate created an exhibit depicting the mission of NCIS, which was on display at the college for three months. Dean Gerald W. Lynch hosted a reception in our honor at the opening of the exhibit, noting that the exhibit "far exceeded expectations," and "was much better than the FBI's" had been. About 50 NCIS agents along with several hundred federal, state, and local law enforcement personnel enjoyed an evening of liaison and recruiting.

If you would like to see NCIS get involved with an event in your area, please contact Bonnie Brady in Code 07 at (202) 433-8824, or e-mail her at bbrady@ncis.navy.mil.

SA Bonnie Brady is currently assigned to the Communications Directorate, Code 07, and has been with NCIS since January 3, 1989.

NCIS PLUGGED IN

NCIS Concludes a Successful Year of Law Enforcement Liaison

By SA Bonnie Brady

In 1997, when the DAB was established, an outcry from the field was to "get our name out there." After considerable research by the Communications Department (Code 07), the below conferences were chosen for attendance. And if ever you questioned or doubted NCIS' ability to "hob-knob" with major law enforcement organizations, you should talk to one of the agents listed below who have had the opportunity to represent NCIS at the "big 5" conferences.

In the past two years, NCIS has made major progress and tremendous impact in the law enforcement community with a state-of-the-art graphic exhibit booth and the use of motivated Special Agents to man the booth for liaison and recruitment opportunities. Anyone who has been involved can tell you what a good feeling it is to be recognized along with other federal, state, and local law enforcement agencies. If you aren't a member of any of these associations I encourage you to look into them, as they will provide you with invaluable

professional information and contacts, ultimately making your job easier in the field.

Last year's conferences kicked off with the National Sheriff's Association (NSA) annual conference and exhibition held in Columbus, Ohio, from 27 through 30 June 1999. Special Agent Tim Danahey with the support of the Gulf Coast Field office, Special Agent Michael Kelehar

and Special Agent Larry Fuentes, attended this, one of the largest NSA conferences to date, and manned the NCIS exhibit booth during the three-day event. Based on the number of visitors to the booth, NCIS enjoys strong support among the NSA.

The "Women in Federal Law Enforcement" (WIFLE) conference, hosted by Housing and Urban Development Inspector General's office, and held in Washington DC in July, was attended by 14 women representing each CONUS Field Office. As usual, the event was a success and provided NCIS an opportunity to renew its commitment to WIFLE.



WIFLE Conference attendees, July 1999

2000 EVENTS NCIS IS SCHEDULED TO PARTICIPATE IN:

NSA:	KANSAS CITY, MO	JUN 17-21
NOBLE:	BILOXI, MS	JUL 09-14
WIFLE:	WASH, DC	JUL 31-AUG 03
HAPCOA:	WASH, DC	AUG 21-25
IACP:	SAN DIEGO, CA	NOV 11-16

Achievements

NCISHQ Unit 0166 achieved the honor of top intelligence unit in the nation for fiscal year 1999. Capt. Eleanor S. Schoonover presents the award plaque to Director Brant.



Joe D. Kennedy, SSA Roosevelt Roads, received the DON Meritorius Civilian Service Award for outstanding support to Naval Station Roosevelt Roads and the local Navy community. The award was presented by Capt. James K. Stark, CO, Naval Station Roosevelt Roads.



Before departing Far East Field Office, SA Jeff Norwitz, who was the Staff Counterintelligence Officer (SCIO) for Commander, Amphibious Force Seventh Fleet, was awarded the Navy Civilian Meritorious Service Medal by RADM Mitch Highfill.

SA Janice Reitzell wrote us to note that Special Agents Sam Worth and Ken Minnick received Meritorious Civilian Service medals for their work on the Aviano investigation. The article, "Aviano Task Force Recognized for Excellence" in the Fall issue of The Bulletin overlooked the exemplary efforts of these two agents, and we apologize for the oversight.

NOBLE Conference 1999

By SAC Leon Carroll

From 24 through 28 July 1999, the National Organization of Black Law Enforcement Executives (NOBLE) held its annual conference in Portland, OR.

NOBLE was first conceptualized during a 1976 symposium on reducing crime in urban low-income areas, sponsored by the Joint Center for Political Studies, the Police Foundation and the Law Enforcement Assistance Administration. That symposium included 60 law enforcement executives of African American descent, representing 55 U.S. cities. Recognizing the need for black police executives to exchange ideas and opinions about law enforcement, NOBLE was created and now has more than 3,500 command-level members.

The theme for this year's conference was "NOBLE the Tradition: Now the Necessity for the 21st Century." The conference included executive seminars for CEO-level personnel and training sessions in topics such as cultural diversity, investigative trends in drug enforcement, and handling on-the-job tragedies, just to name a few. There were also activities scheduled for the spouses and children of conference attendees. Conference speakers included Ambassador David G. Carpenter, Bureau of Diplomatic Security, U.S. State Department; The Honorable Vera Katz, Mayor of the City of Portland; noted Defense Attorney Johnnie L. Cochran, Jr., and current NOBLE President James B. Golden Jr., Chief of Police, Saginaw, Michigan.

Of the more than 2,000 conference attendees, about

400 were from the federal sector. Ten CONUS-based supervisors represented NCIS, as well as Assistant Director for Communications Tom Houston and NCIS Director Dave Brant. This was the third year NCIS has officially sponsored attendance and the first time a Director has participated. It produced a sense of pride, to see for the first time, a Director from NCIS sitting on the dais during the opening plenary with the other agency heads.

During the conference, NCIS attendees had the opportunity to meet with the Director, during which many challenges facing the agency were discussed. Issues such as agent mobility, improving promotional opportunities and cultural diversity were part of an open and frank dialogue. The Director shared his vision for NCIS in the next millennium. Assistant Director Tom Houston gave a presentation on the Communications Direc-

torate that addressed the NCIS direction in recruiting new agents with specific skill sets and maintaining a commitment to a more diverse work force.

The conference was not all work as there were many evening social events, including a black tie gala on the last evening. In all,

there was something of interest for every attendee.

The Northwest Chapter of NOBLE, which coincides with the NCIS Northwest Field Office's area of responsibility (AOR) sponsored the 1999 conference. This year's conference will be held in Biloxi, MS, which is in the Gulf Coast Field Office AOR.



Front row: (left to right) Leon Carroll, Mary Caul, Jewel Seawood, Charles Lee, Howard Alexander, Phylis Underwood, Tom Houston

Back Row: Clay Jones, Al Chester, Alma Peterson, Director Brant, Preston Thomas, Denton Carter

PLANK OWNERS' LIST

The "Plank Owners' List" shows the top 20 NCIS Special Agents in terms of length of service. The "Plank Owners" as of February 1, 2000, are listed below:

Name	Duty Station	NCIS Date
1. Gewerth, Joseph F.	Norfolk, VA	Dec 18, 1972
2. Spears, Stephen E.	Stuttgart, Germany	June 17, 1973
3. Clookie, Wayne D.	San Diego, CA	November 23, 1973
4. Kelly, Lauchlin A., III	Washington, DC	January 7, 1974
5. Landin, Joseph C.	Norfolk, VA	May 13, 1974
6. Muggleworth, Charles D.	Washington, DC	June 24, 1974
7. Coyle, Charles K.	Pensacola, FL	July 22, 1974
Rossman, Harlan S.	Washington DC	July 22, 1974
8. Nigro, Robert M.	Washington, DC	July 25, 1974
9. Carman, Ray A.	Naples, Italy	July 26, 1974
Logan, Gary	Jacksonville, FL	July 26, 1974
10. Bradley, Vaughn M.	Baltimore, MD	July 29, 1974
11. Smart, Bruce A.	San Diego, CA	July 31, 1974
12. Bruce, Donald R.	Pensacola, FL	August 5, 1974
13. Harris, Michael W.	Mayport, FL	August 6, 1974
Kauffman, Frank E.	Washington, DC	August 6, 1974
14. Barrett, Michael L.	Yokosuka, Japan	August 29, 1974
15. Orzechowski, Thomas J.	Yokosuka, Japan	September 3, 1974
16. Robins, Neill R.	Camp Lejeune, NC	December 9, 1974
17. Smithberger, Mark E.	Washington, DC	January 5, 1975
18. Hanner, P. Cole	Washington, DC	January 20, 1975
19. Symonds, Daniel R.	Washington, DC	February 10, 1975
20. Watson, David E.	Dallas, TX	March 6, 1975

TOP TWENTY LIST

The NCIS "Top Twenty List" includes the top 20 professional support staff personnel in terms of length of service. The "Top Twenty" as of February 1, 2000, are listed below:

Name	Duty Station	NCIS Date
1. Conover, Jean S.	Washington, DC	October 19, 1964
2. Neely, Mary E.	Washington, DC	January 11, 1965
3. Allport, Sandra D.	Washington, DC	August 8, 1965
4. Jones, Charles R.	Norfolk, VA	June 13, 1966
5. Lee, Brenda Sue	Washington, DC	August 22, 1966
6. Hooker, Nancy G.	Mayport, FL	May 12, 1969
7. Kelly, Elaine B.	Pensacola, FL	July 1, 1971
8. Hamand, Jerilynn A.	San Diego, CA	March 27, 1973
9. Green, Donna C.	Washington, DC	June 24, 1974
10. Cross, Deborah R.	Memphis, TN	August 5, 1974
11. Rommes, Barrie Ann	Pensacola, FL	August 12, 1974
12. Lucy, Donna Jean	St. Louis, MO	December 2, 1974
13. Anderson, Mary Ann	Washington, DC	March 3, 1975
14. Kohler, Nancy Leigh	San Diego, CA	April 7, 1975
15. Griffith, David R.	London, England	July 14, 1975
16. Carter, Jan C.	New River, NC	September 2, 1975
17. Parham, Deborah L.	Norfolk, VA	October 20, 1975
18. Reynolds, Janet D.	Washington, DC	November 17, 1975
19. McGuin, Gary A.	Washington, DC	March 3, 1976
Tanahara, Masaki	Okinawa, Japan	March 3, 1976
20. Bradbury, Barbara J.	Washington, DC	May 10, 1977



Coming this Fall...Two new TSP Funds!

In October of 2000 you'll be given the opportunity to invest in two new Thrift Savings Plan funds. The S fund will give you a play in an index that tracks companies that have small capitalization ("small cap") through the Wilshire 4500 fund, which represents about 23 percent of the market value of the entire U.S. stock markets (the stocks in the S&P 500, the basis for the TSP's C fund, are not included in the new S fund). The new I fund will open the international stock markets to TSP investors. It will be invested in the Barclays EAFE Index Fund (which consists of stocks in 20 nations and represents about 45 percent of the value of world stock markets).

As of the end of September, there was a total of \$85.3 billion on deposit in the Thrift Savings Plan accounts, covering 2.4 million participants. The dollar distribution among the current three plans: G-fund, \$30.5 billion; C fund, \$50.7 billion, and F fund, \$4.1 billion.

-From the FED Week E-Mail Newsletter

Virtual Private Network Update

As reported in the last issue of *The Bulletin*, NCIS continues to implement a Virtual Private Network (VPN) as a replacement for NCISNET. VPN is less expensive, more reliable, faster, and more secure than NCISNET. All field offices running on VPN report a very high level of user-satisfaction.

Presently, all the NCIS offices on Navy installations in Hawaii are up and running with the VPN, as is the main field office at DCWA. The experience and lessons learned in Hawaii and DCWA have facilitated a faster installation at Bahrain and the main office in Naples.

Although vendor delays and other unanticipated delays have caused the original schedule to slip, Code 27 expects to complete the entire VPN by mid-2000.

More Pennies to the Mile

Effective January 14, 2000, the mileage reimbursement rate for federal employees who use privately owned vehicles for official travel will rise from 31 cents to 32.5 cents, largely a reflection of higher gasoline prices.

Stats to begin the New Year!

Total number of Special Agents on board:	854
Total number of Professional/Support on board:	622
Total number of Military on board:	157

Special Agent grade structure:

SES:	6
GS15:	26
GS14:	49
GS13:	505
GS12:	199
GS11:	17
GS9:	40
GS7:	13

Professional/Support grade structure:

SES:	1	GS8:	24
GS15:	12	GS7:	64
GS14:	19	GS6:	140
GS13:	106	GS5:	28
GS12:	122	GS4:	4
GS11:	73		
GS10:	1		
GS9:	27		



FLETC NCISBA-001 Class

First Row – Ben Yager, Jacqueline Soto, Karen Sooley, Greg Baker, Greg Huska, Brian Brittingham, Ismael Rosado, Robert Lennon, John Salazar, Bryan Boyd

Second Row — Phyllis Underwood (white turtleneck), Terry Moreau, Alan Huntsinger, Kaylyn Dueker, John Fencsak, Wendell Dulay, Patrice Dolan, Frederick Barnes, Mark Franco, Andra Folescu, Charles May (black sports top)

Third Row — David Grawunder (in uniform), Robert Musti, Brian Moran, Andrea Hosken, Lisa Johnston, Mike Austin, Chad Chesebru, Matt Lascell, Arnold Den Beste (in uniform)

Fourth Row — Tony Cox (striped shirt), William Link, Jeff Grant, Joe McGivern, Rocco Pierri, Ben Marchione, Dale Holder, Willis May, Michael Knox, Colin Murray, Alma Peterson (red shirt)

Fifth Row – Scott Lanning, Peter Rozman, William DeRose, Albert Cabrelli, Francis Carney, William Austin, Willis May, Ian Little, Rodrigo Vargas, Tom Ferguson, SA Tim Picard (white pants)

Sixth Row – Steve Bius (sports jacket), Darrell Gilliard, Timothy Watkins, Rudy Baloun, Michael McLean, Dennis Manning, Daniel Hardesty, Michael Sliwa, Clifton Everton, Scott Bailey, Andrew Lochili, Shane Reichenberg, Brian Dykes