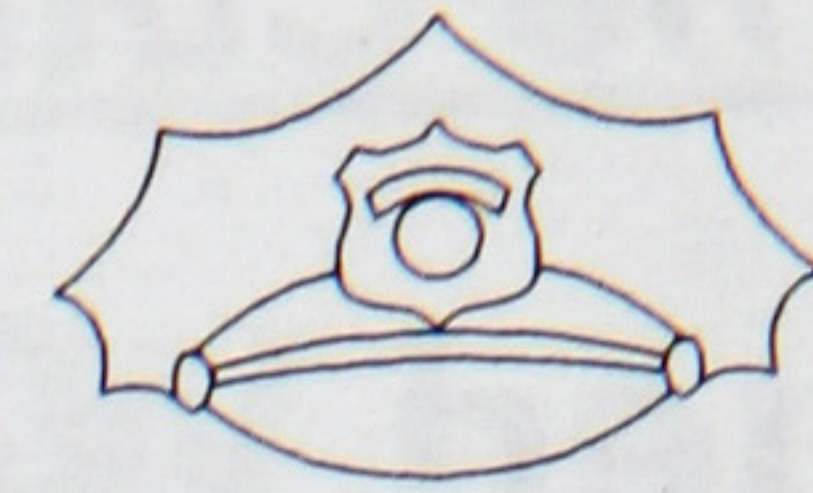


# That Was Then . . .



Shown above are three special agents as they looked when they were "on the street" as undercover narcotics officers with other agencies prior to joining NCIS. They are, from left to right, Ron Olive, Dan Simas and David Black. Olive, who received a Presidential commendation for his work as a member of the St. Louis (Missouri) Police Department, is now the Assistant Special Agent in Charge for General Criminal Investigations at the Washington Field Office. Simas, who was known as the "Godfather" when he worked undercover for the Kings County (California) Sheriff's Department, is now the Head of Operations and Liaison for the Procurement Fraud Investigations Department at Headquarters. Black, who was a narcotics officer for the Corpus Christi (Texas) Police Department, is now assigned to the Okinawa (Japan) Resident Agency.



# . . . And This Is Now!

Today, NCIS special agents work closely with their law counterparts throughout the United States and in many foreign countries. At right is Special Agent Larry Worthington of the Bremerton (Washington) Resident Agency. He is assigned full time to the Washington East Sound Narcotics Enforcement Team (WESTNET), a federally funded multi-jurisdictional narcotics task force.

WESTNET covers Kitsap, Jefferson and Mason counties which is roughly three-quarters of the entire Olympic Peninsula and has a population of approximately 270,000 people. Approximately one quarter of those people are part of the Department of the Navy as active duty personnel, civilian employees or dependents.

During a seven-month period, Worthington and five other detectives were responsible for 63 felony arrests, 30 search warrants and the recovery of \$1,807,645 of narcotics, including marijuana.





# **Edged Weapons Pose A Major Threat To The Safety Of Law Enforcement Officers**

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**By Special Agent David W. See  
Los Angeles Field Office**

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Nearly every year, the law enforcement community is faced with an increasing amount of violence. It has been reported that between 1984 and 1993, more than 32,000 law enforcement officers were assaulted with firearms, nearly twice the number assaulted with an edged weapon.

In spite of this, 30.2 percent of the officers assaulted with an edged weapon were injured, while at the same time only 25.5 percent of those assaulted with a firearm were injured.<sup>1</sup> Although these statistics clearly illustrate that edged weapons are a potential threat to law enforcement that cannot be ignored or taken lightly, many agencies continue to focus the majority of their weapons and tactics training on firearm assaults.

The limited instruction provided officers in handling an edged weapon assault is often characterized by unrealistic techniques and policies to deal effectively with this threat. Departments have re-engineered these areas in the anticipation of media attention and the hope of standing the test of liability litigation.

As a result of this misplaced emphasis, many law enforcement agencies frequently neglect to provide adequate training to officers and routinely instill them with a reliance on tactics which may not be appropriate during an edged weapon assault.

Probably the most common tactical approach taught by law enforcement agencies, prior to today's litigious environment, is for officers to utilize their firearms when assaulted with an edged weapon. Departments regularly train in the quickest, most effective methods to employ the firearm. New holsters, designed for greater speed and enhanced security, appear on the market nearly every day. While this improved training and equipment is undoubtedly critical to the law enforcement profession, firearms may not be the best option when assaulted with an edged weapon. Even with this increased attention to firearms training and survival in

a firearms assault, statistics show that 73 percent of officers who were victims of firearms assaults did not discharge their service weapons during their attacks. In nearly 60 percent of the cases, the officers weren't prepared enough to draw their firearms before the violence erupted.<sup>2</sup>

Compare that with the fact that 54 percent of offenders who feloniously killed law enforcement officers reported that they had practiced with their firearms at least once a month.<sup>3</sup> Unequal footing to start with, right? But bear in mind that in contrast to a firearm an edged weapon takes less skill, technique, training, and practice to be effective. It is more easily concealed, quieter, cheaper, and more easily obtained. An edged weapon rarely malfunctions and doesn't need to be reloaded.

For the officer that has been trained to use a firearm when assaulted with an edged weapon, the odds just got worse. Yet when confronted with an edged weapon assault scenario, most officers believe

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***The latest tactical trend in law enforcement is the use of lethal force alternatives.***

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they would have adequate time to shoot the suspect. Although this may be a reasonable response, it is doubtful that officers would have enough time to even unholster their weapon before the assault had begun.

The latest tactical trend in law enforcement is the use of lethal force alternatives. Many departments are providing officers with the latest chemical sprays, pepper sprays, and batons. These "less-than-lethal" weapons are very useful and effective in many circumstances, but may not cause incapacitation in goal-oriented individuals.

During pepper spray training with one agency, a



## **"Routine" Patrol Ended With Attack**

*This photo was taken in 1976 and shows then-Narragansett Police Officer Jack Marine holding his son, Shane. A few months after this photo was taken, Marine was on routine patrol when he saw a drunk creating a disturbance. When Marine tried to restore order, the drunk attacked him with a broken beer bottle, cutting his chin, neck and chest. Despite suffering wounds that would later take over 40 stitches to close, Marine still managed to subdue the drunk, handcuff him, and call for a backup and an ambulance.*

*Marine joined NCIS in 1982 and is now the Resident Agent in Charge of the Technical Services Western Detachment in San Diego, California.*



law enforcement officer was sprayed in the face three times but was unaffected. The officer was able to continue attacking with minimal discomfort and wasn't incapacitated until decontamination procedures were implemented.

Similar experiments have been conducted using police canines and have produced parallel results. Also, keep in mind that these weapons require additional time to employ and time is the one commodity in very short supply when attacked with an edged weapon.

The dynamics of an edged weapon attack place officers at a disadvantage from the onset. Law enforcement must routinely assume the role of reaction or response, whereby officers are required to react to an action that is well underway, while simultaneously anticipating future actions and planning effective responses. The offender has determined the time and location of the assault and has already initiated the assault before the officer can make a response.

It is this reaction time, also referred to as "reactionary gap", that can prevent a successful response to the assault. This shortened reaction time will usually not allow officers the time to utilize their firearms or less-than-lethal weapons. Because of this, agencies must place greater emphasis on the use of the one weapon that can be employed more rapidly than any knife, the human brain.

Research and development continues at a frenzied pace as agencies search for "the better mouse trap." Dart technologies, electromagnetic technologies, and knockout gases, to name just a few, have been the focus of much experimentation.

But reaching this difficult goal may be a long and costly journey. For any weapon to be 100 percent effective it must ensure the physical and psychological incapacitation of a suspect. Developing a weapon which can guarantee this total immobilization is highly unlikely and agencies would be remiss in allowing officers to entrust their lives or the lives of others to any single weapon.

Officers need to use common sense when training to handle edged weapon assaults. Constantly evaluating suspects and surroundings should become a habit for all law enforcement professionals. It is the visual danger cues that will usually provide an officer with the first indications of an impending assault.

Officers should consider becoming proficient with distraction techniques, such as tossing pens or keys into the eyes of the offender, and unarmed self defense techniques, such as sweeping hand and arm motions.

When implementing these maneuvers, officers gain time and consequently, distance; the time and distance to employ weapons; the time and distance to retreat; the time to alert other officers. And by using these techniques in concert with a survival mentality, officers greatly enhance their chance of surviving an



edged weapon assault.

With more than 5,000 edged weapon assaults committed against law enforcement officers from 1991 to 1993, the edged weapon is a threat that can not be disregarded.<sup>4</sup> Rather than relying solely on "the better mouse trap", agencies have a clear responsibility to thoroughly educate officers in the basic survival techniques, applicable to nearly every threat, which have stood the test of time. Evaluation of suspects and surroundings, distractions, and unarmed self defense may prove to be the vital bridge spanning the reactionary gap.

<sup>1</sup> FBI "Law Enforcement Officers Assaulted," 1984-1993

<sup>2</sup> Street Survival, Charles Remsberg, Calibre Press Inc., 1980

<sup>3</sup> FBI "Killed in the Line of Duty," 1992

<sup>4</sup> FBI "Law Enforcement Officers Assaulted," 1991-1993

## **The Author**

*Special Agent David W. See is the Field Training Officer for the Los Angeles Field Office, where he is an instructor in firearms and self defense.*

*He has 18 years of martial arts training which includes Shotokan, Kali, Arnis, Pencak Silat, and Jeet Kune Do, and is an instructor in Arnis (Pekiti-Tirsia system).*

*Prior to joining NCIS in 1989, Special Agent See served three years as a deputy marshal with the City of Lake Charles, Louisiana, Marshal's Office.*

# **Planning, Practice And Preparation Are The Keys To Surviving An Edged Weapon Attack**

**By Special Agent David W. See  
Los Angeles Field Office**

Edged weapon attacks rarely happen in the obvious manner that is depicted in the movies. They are usually very quick and unpredictable. Surviving the edged weapon attack, as well as other law enforcement dangers, requires a three step approach: planning, practice, and preparation.

## **PLANNING**

The first essential element for survival in an edged weapon attack is planning. This includes formulating a plan in two areas: physical combat and psychological combat.

## **THE PHYSICAL COMBAT PLAN**

Put very simply, this is how you are going to physically fight. You should devise this plan carefully, honestly examining your strengths and weaknesses. This plan should include the following:

**Vocal Commands** A suspect will likely be able to determine your confidence and training level by what you say and how you say it. Providing clear, simple, and concise commands, in a confident voice, indicates that you are a trained, competent profes-

sional. Does your patrol or investigative area have a predominant language other than English? If so, you should consider learning certain commands in a second language. In the event of an attack, what vocal signals will you provide to your partner? Establish clear, simple, and concise vocal cues with your partner. Your life, as well as the life of your partner, may depend on it.

## **Evaluation of Suspects and Surroundings**

Constantly evaluate your suspects and surroundings. This is a simple habit to form. Watch the body language exhibited by a suspect. Notice subtle movements of the hands and eyes. Look for indications of concealed weapons. Compare what a suspect is telling you verbally with what he is saying physically. Evaluate your surroundings, as well as the area surrounding the suspect. Always know where you are and what is around you. Knowing where you are, your location, refers to the closest street intersection; the street you're on; the block you're in; the address you're at; the room you're in; the nearest exit; the direction of your patrol car. Observe obstacles in your immediate area; the closest cover; the closest concealment; indications of weapons (gun safes, ammo, weapon magazines, kitchen knives, etc.);



indications of dogs; the location of your partner; the area behind your suspect; the distance between you and your suspect. These evaluations should be a habit that is constantly utilized. Failure to do so leads to complacency.

**Unarmed Self Defense Techniques** Most confrontations call for a "less than lethal" response, but the most common of them, unarmed self defense techniques, are usually overlooked. Basic techniques should be simple, practical, and could include wrist locks, low kicks, punches, and slaps. Unless you are very proficient in these techniques, an edged weapon attack could dictate a more lethal response. However, these techniques might save your life if you're disarmed, out of ammo, cornered, or surprised and don't have time for other options.

**Mace, Pepper Spray and Impact Weapons** These techniques, while very effective if employed properly, can not be relied upon to stop an attacker 100 percent of the time. Mace and Oleoresin Capsicum (OC or Pepper Spray) are said to be highly effective. While this is true, you should also know that recent studies indicated that "goal oriented" individuals could continue to attack after being sprayed. So what about the PR-24, baton, or flashlight? These are very effective weapons with proper techniques and training. However, like the Mace and Pepper Spray, they require extra time to employ. In summary, Mace, OC, and Impact weapons are good, but don't bet your life on them.

**Distractions** While these techniques could easily be considered "plain ol' common sense", most officers rarely utilize them. In an edged weapon encounter, distance is your best defense. Distractions provide you with an opportunity to gain time and consequently, distance; the time and distance to employ weapons;

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***Distractions provide  
you with an opportunity to  
gain time and distance . . .***

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the time and distance to retreat; the time to alert your partner or dispatcher. An example of a distraction technique would be throwing or tossing something in the face of the attacker to temporarily obstruct his vision. A ticket book, pen, keys, change, flashlight, almost anything you have handy could be used. If

necessary, a finger jab to the eyes or palm heel strike to the face could be effective. These techniques could provide you with the time you need.

**Firearms** All officers rely on their handguns, but how many are truly proficient with them? According to the U.S. Department of Justice Uniform Crime Report Study, *Killed in the Line of Duty* (1981-1990 historical FBI data from *Street Survival*, Caliber Press, 1980.), 73 percent of victim officers in the study did not discharge their service weapons during their attacks. In nearly 60 percent of the cases, the officers weren't prepared enough to draw their firearms before the violence erupted. Let's compare that with the fact that 54 percent of the offenders reported that they practiced with their firearms at least once a month. Unequal footing to start with, right? But keep in mind that **an edged weapon takes even less skill, technique, training, and practice to be effective.** They are more easily concealed, quieter, cheaper, more easily obtained, rarely malfunction, and don't need to be reloaded. Now your odds just got worse. As the law enforcement role is one of "reaction", the officer is forced to react to an action that is well underway before it can be detected. Examine your firearms training. Incorporate unconventional techniques in your regular training such as the use of hip point shooting, as well as a back up weapon. While accuracy is important, the speed in which you can accurately employ your firearm will likely determine the outcome of a deadly force encounter. The use of your firearm can easily be incorporated with distraction techniques.

### **THE PSYCHOLOGICAL COMBAT PLAN**

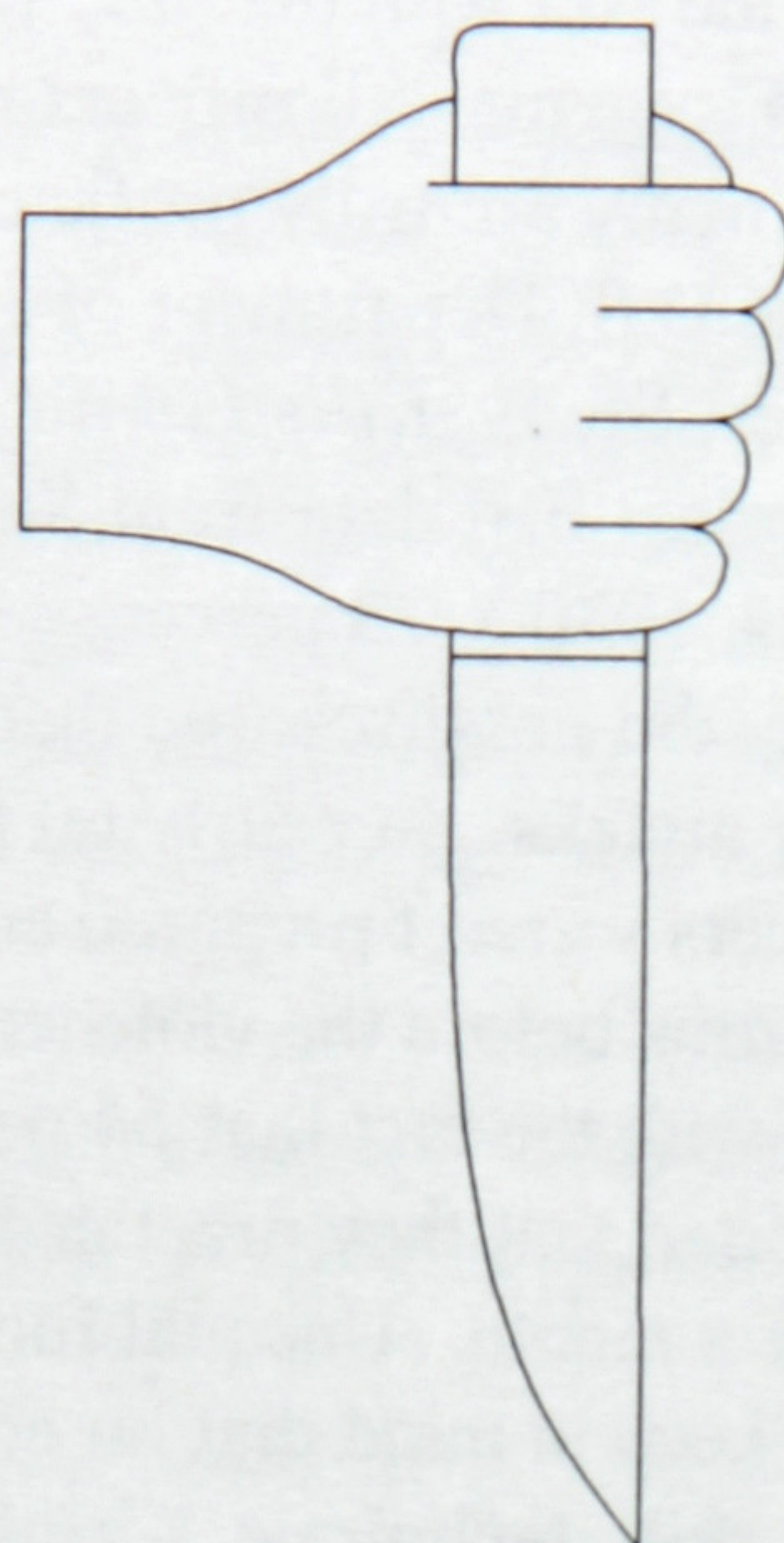
This plan encompasses your total will to live. You must decide, right now, that you can survive any attack, regardless of weapon used, injury received, or number of suspects. ***YOU CAN SURVIVE. YOU WILL SURVIVE.***

**Work Mentality** "No assignment can be considered "safe,"...Nor can any time, day, month or location. Officers are killed in daylight, at night, on weekends and weekdays, in winter and summer, inside police stations, jails and judges' chambers and on the porches of their own houses, as well in the heart of hostile ghettos" (from *Street Survival*, Caliber Press, 1980). Statistics show that in more than 70 percent of the fatal confrontations the victim officers were involved in "routine patrol". The most common activities were attempting arrests, responding to domestic disturbances, investigating robberies-in-



progress, and conducting traffic pursuits and stops.

In short, complacency kills, but so does the "Superman" syndrome. This syndrome, described as an overconfident demeanor, is propagated by the fact that most law enforcement officers subconsciously don't expect to ever get injured. They've been able to go through numerous calls and years without a scratch. And now, they subconsciously feel that they can't get hurt. This attitude, along with complacency, is usually encouraged by peers through their behavior. Nothing is routine.



**Survival (Fight) Mentality** As discussed earlier, you must decide, right now, that you will survive any attack. You may get hurt and bleed, but you will not give up. Establish a mindset that won't allow you to quit. Reports abound of people dying from non-fatal injuries. These individuals, convinced they would die if shot or stabbed, go into shock and die from their minor injuries. This condition illustrates the term "psychological incapacitation." You cannot and will not allow this to happen. Psychological incapacitation is one factor of a confrontational injury that you can control. Another aspect of survival that you must resolve before an attack is the moral implication of killing. Many officers wrestle with this, but the use of deadly force in defense of life is an ever-growing possibility in modern law enforcement.

## **PRACTICE**

It is a proven fact that you will, without thinking, revert to the habits you have learned in training. Think about this for a moment.

How do you train? When was the last time you practiced vocal commands, evaluating suspects and surroundings, unarmed self defense techniques, employing sprays or impact weapons, distractions, firearms drills, or a survival mentality? How quickly can you employ your pepper spray? How did you train when you last qualified with your firearm?

Practice is one thing that many officers will overlook with time. Remember, edged weapon attacks tend to be very quick and spontaneous. Your tactical performance will depend entirely on practice. You will

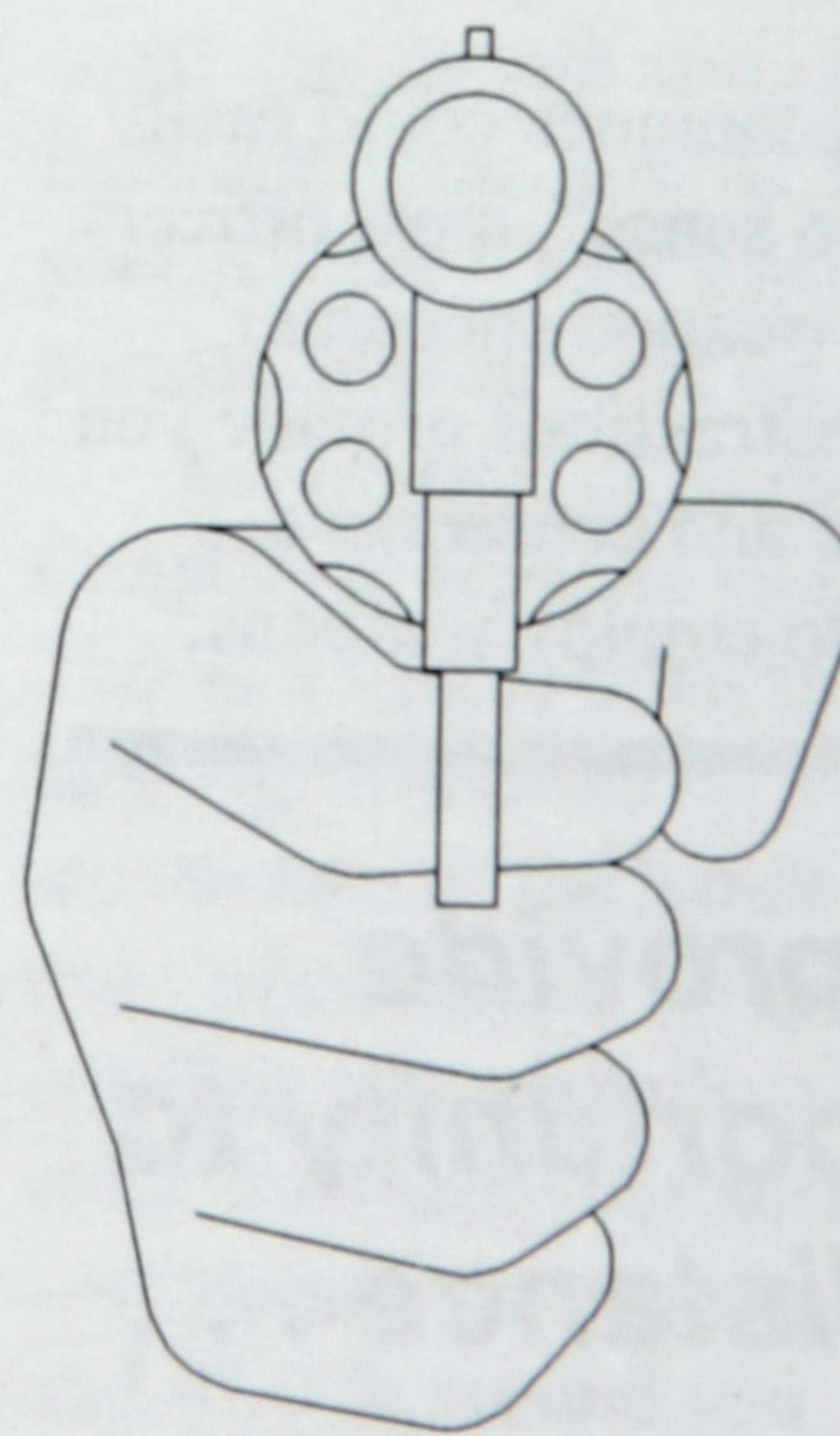
not have the time to think about your actions. You will have to react to an action that is already taking place. You're already "behind the power curve." Some areas to practice are:

## **PHYSICAL COMBAT TECHNIQUES**

These are the physical techniques that you will use during all stages of an attack. Mastery of these skills is only possible through repeated practice. When a situation calls for the implementation of combative techniques, you will respond, with little or no thought, in the manner that you have trained.

**Vocal Commands** Practice delivering clear, concise verbal commands with a confident voice. Make sure your commands can be easily understood by individuals with little education. Use friends or other officers as "role players" for this practice. Also, consider learning basic commands in a second language, as your area dictates. Commands given in a second language usually require more practice in order to deliver them in a confident manner. To effectively practice a second language, solicit the aid of fellow officers that are fluent in the language that you are practicing. Also, check with your local community college for classes or private instruction in a second language.

**Evaluation of Suspects and Surroundings** Be aware of the body language exhibited by your suspect.



Look for subtle eye and hand motions. Examine the area surrounding your suspect. Be aware of the distance between you and the suspect. Remember, if you have to move away from an attacker's advance, don't move backwards. Instead, move at an angle (side step). You won't be able to run backwards as quickly as someone running forwards. Evaluating a person and surroundings is easily practiced while in

a restaurant, at a store, or almost anywhere.

**Unarmed Self Defense Techniques** Take the time to really learn unarmed self defense techniques. Very basic techniques such as punches, slaps, low kicks, and wrist locks can be easily learned and perfected with a little effort. More importantly,



practice your techniques and know your limitations. Today, most departments have an unarmed self defense instructor. If your department doesn't, check with other law enforcement agencies or local self defense instructors. Some self defense instructors have programs specifically designed for law enforcement. Becoming proficient with unarmed self defense should build confidence, not foolish arrogance.

#### **Mace, Pepper Spray and Impact Weapons**

Mace, Pepper Spray, PR-24, baton, or a flashlight can be used very effectively with proper techniques and practice. Again, practice and become proficient, but be aware that even Mace and Pepper Spray are not 100 percent effective. Some individuals, if affected at all, may react quite differently than expected. Also, these techniques generally require more time to

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***Make sure that the techniques taught by non-departmental sources conform with your department's policies.***

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implement than unarmed self defense or firearms. Your department's instructor should provide regular training with these weapons. For additional training with impact weapons, check with local martial arts studios. Make sure that the techniques taught by nondepartmental sources conform with your department's policies.

**Distractions** Using distractions is simple, quick, and usually effective. Using a paper target at eye level, practice throwing keys, change, pens, a ticket book, or a flashlight into the eyes. Also, practice a finger jab to eyes or palm heel strike to head or face, in case nothing is handy. These techniques are easily practiced in conjunction with unarmed self defense techniques.

**Firearms** Most regular firearms training is limited to a standard qualification course. Make a conscious effort to examine your grip and draw. Practice single hand firing, hip point firing, low light shooting, shooting from various positions, and reloading drills as well as accuracy. Think "economy

of motion". The next time you go to the range, have someone video tape your training. You might be surprised at what you see. Additionally, there are many local shooting clubs that have combat competitions. If there are none in your area, consider organizing a shooting competition within your department. Remember to structure your training toward combat situations. This might be a good way to hone your firearms skills.

#### **PSYCHOLOGICAL COMBAT TECHNIQUES**

Psychological combat techniques require as much repeated practice as physical techniques. These "mental survival skills" are strengthened with the increased proficiency of physical techniques.

**Proper Work Mentality** As discussed earlier, stay alert and aware. Don't get complacent with "routine" situations. Don't be overconfident and let your guard down because of familiarity with a suspect. Be suspicious of individuals and constantly look for possible danger indicators. Don't hesitate to retreat from a situation in order to gain a position of advantage. Use extra manpower, as needed, to ensure safety. Discuss situations with your partner. Constructively critique each others' performance following a "routine" situation.

**Survival Mentality** Practicing the survival mentality instills within yourself the belief that you can survive any attack. You must constantly remind yourself that every attacker you encounter is just as susceptible to injury as you. You must be confident in your training and ability, and most importantly, you must never give up.

#### **PREPARATION**

Being successful in any situation requires preparation. In the field of law enforcement, preparation could mean the difference between life and death.

**Uniform/Clothing** Does your uniform/clothing fit properly? Can you move freely enough to run, stretch, or climb? Could the length of your pants cause you to trip? Make sure that your uniform provides you with a neat, professional appearance and won't impair your movement.

**Gear** Examine the condition of your service holster. Does your gun fit properly in the holster? Is your holster clean? Does it show signs of excessive wear (especially the retaining strap and thumb snap)? Does your spare magazine pouch allow easy access to your extra ammo? When was the last time you cleaned your leather gear? What about your gun,



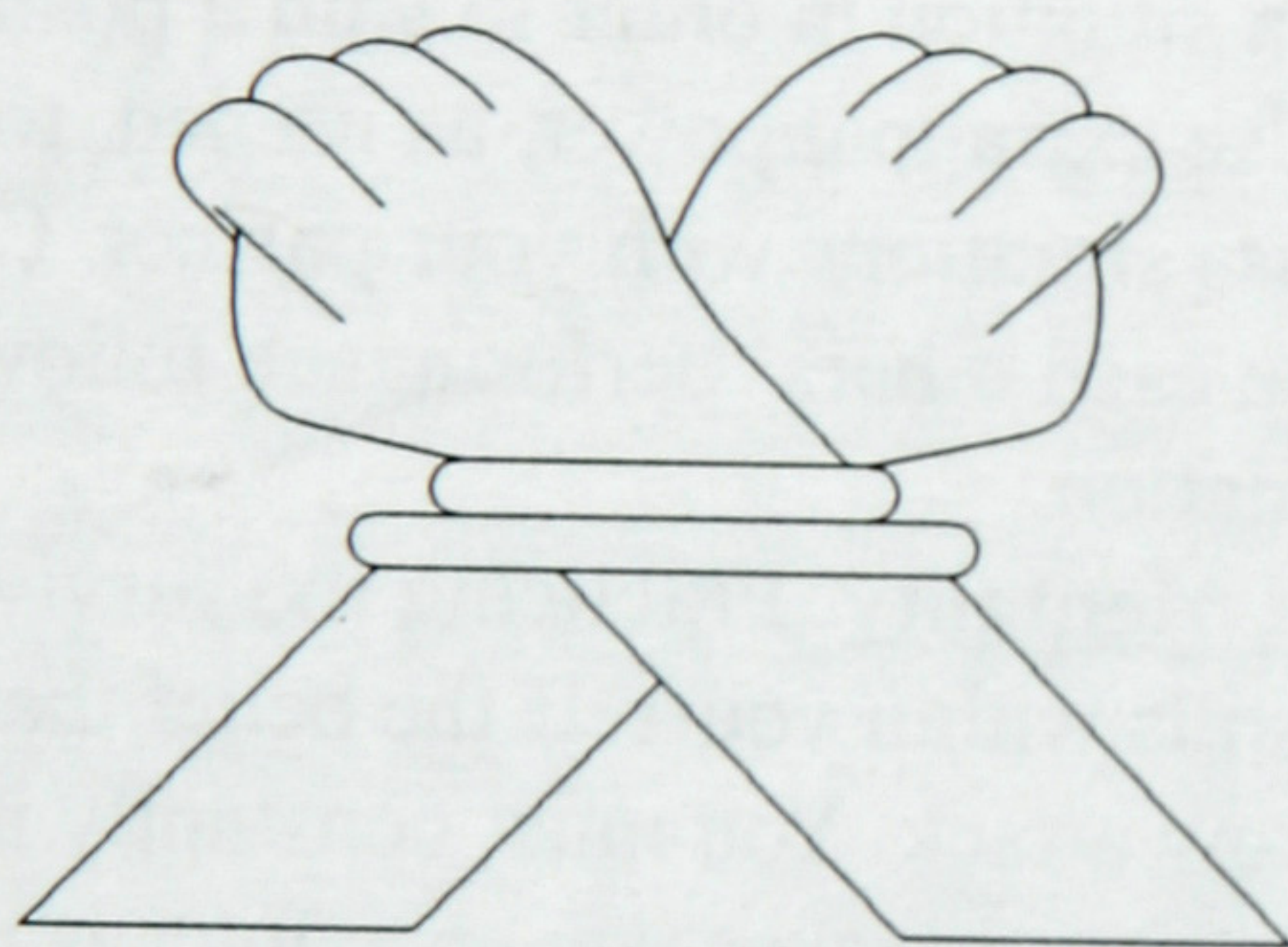
handcuffs, impact weapon, or chemical weapon?

1. Gun

- Must be completely cleaned after each firing.
- Should be cleaned and examined periodically if fired or not.
- Be careful not to over-lubricate your firearm.
- Have any necessary service to your firearm completed by a trained armorer. Don't experiment.
- Inspect your firearm every time you put on your uniform/clothes.
- Practice safety when handling your firearm.

2. Magazines

- Magazines must be field stripped and cleaned each time you clean your firearm.
- Periodically check your magazines for bent feed lips or damaged springs. Replace damaged magazines immediately. Damaged magazines must be removed from service and replaced or repaired by a trained armorer.



3. Handcuffs

- Periodically check handcuffs for rust and proper functioning. Be sure that your handcuffs operate freely.
- Make sure your handcuff pouch is clean, secure, and doesn't show signs of excessive wear.

4. Chemical Agent

- Make sure you shake your Chemical Agent (especially Pepper Spray) to prevent separation of ingredients.
- Check canisters for rust and seepage and replace canisters if necessary.
- Make sure the holster for your canister is clean, secure, and allows easy access to your canister.

5. Soft Body Armor

- If you don't wear soft body armor, you should strongly consider it.
- Make sure that your body armor fits properly.

-When selecting body armor, consider the following:

- (1) Select one that provides side protection.
- (2) Consider the length of the vest.
- (3) Look for one that is water resistant.
- (4) Check for overall fit and comfort when purchasing body armor. Body armor should not interfere with a professional appearance.

## SUMMARY

The law enforcement community is faced with an increasing amount of violence. Officers encounter a wide variety of suspects everyday. Usually suspects pose little or no obvious threat to officers who, over time, will likely become complacent and "drop their guard". Unfortunately, danger is always present, especially when you're in uniform.

There may be no warning signs, so officers must react to an attack that is already in motion and changing rapidly. Due to many factors, edged weapon attacks are usually more dynamic and happen more quickly than most other attacks.

Surviving an edged weapon attack requires planning, practice, and preparation. You must be prepared to escalate and de-escalate force at a moment's notice.

Be aware of your surroundings, your body language, and the body language of your suspect. Be ready to respond to an attack with a well thought-out and well practiced plan. Be mentally and physically prepared for work when you put on the uniform.

Check your gear and be sure it's ready for work (even combat) when you leave your house. Officers must remain vigilant in their planning, practice, and preparation in order to survive in today's everchanging environment.



# Briefing Presented On Oklahoma City Bombing

Over 250 federal, military, state and local law enforcement, fire and rescue, and other emergency services personnel from the Washington D.C., area attended a four-hour seminar on the Oklahoma City Bombing hosted by the Naval Criminal Investigative Service (NCIS) on August 22 at Bolling Air Force Base.

The keynote speakers were Deputy Fire Chief Charles Gaines and Assistant Police Chief Richard Delaughter from Oklahoma City, Oklahoma, and Special Agent Jerry Roden of the Bureau of Alcohol, Tobacco and Firearms (BATF). Roden is a member of the Midwest National Response Team and is assigned to the BATF's Kentucky office.

In the top right photo, from left to right, are Assistant Police Chief Delaughter, Special Agent Roden, and Deputy Fire Chief Gaines. At right, a U.S. Park Police sergeant takes notes.

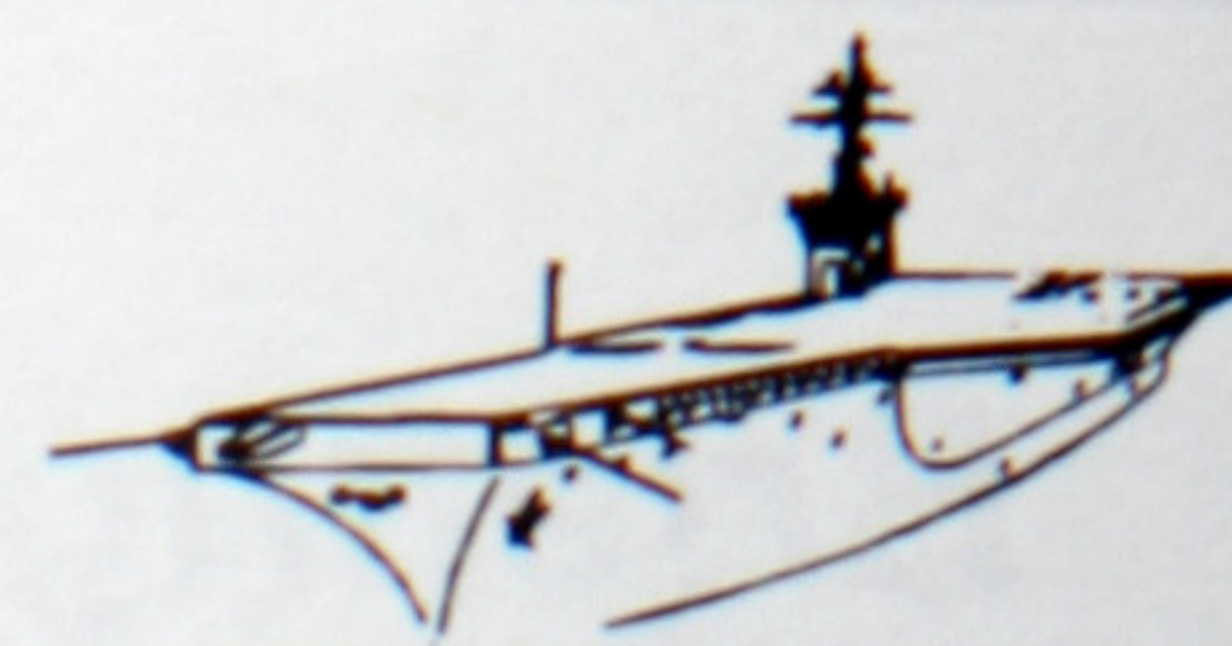
In the photo below, Director Roy D. Nedrow visits with Special Agent Roden during a break, while in the bottom right photo, NCIS Special Agent Walt O'Brien, third from the left, talks with guests during a break.

(Photos by Gary M. Comerford)





# Special Agent Afloat



## Force Protection

# Amphibious Group Assignment Requires Extensive Training And Coordination

**By Special Agent Rich Grodzicki  
San Diego Field Office**

In keeping with the Navy's concept of force protection, Naval Criminal Investigative Service (NCIS) special agents from the San Diego Field Office are being assigned to the amphibious squadrons (PHIBRON) in order to provide both counterintelligence (CI) and general criminal investigative assistance to commands deployed with the Amphibious Readiness Groups (ARG).

Extensive training and coordination prior to deployment is required in order to fully integrate the special agent into the command structure of a PHIBRON.

Upon deployment the agent is equipped with the Theater Rapid Response Intelligence Package (TRRIP), IBM thinkpad computer and a 8mm Handi-cam video camera allowing the agent to communicate with the PHIBRON and provide detailed, tailored threat assessments and briefs in advance of port visits.

Since the special agent will also have a sound general criminal investigations background he or she will also be at the disposal of the PHIBRON/MEU and other deployed commands that may need specialized investigative assistance.

Training is focused on bring-

ing the agent to a level that enables he or she to communicate with the intelligence side of the command structure. This training is conducted at Fleet Intelligence Training Center Pacific (FITCPAC) where three courses have been determined to be key and essential:

***Special agents from the San Diego Field Office are being assigned to the amphibious squadrons in order to provide both counterintelligence and criminal investigative assistance . . .***

The Basic Intelligence Training Course (BITC) is designed to provide intelligence training to Naval Reserve officers and civilian personnel entering the intelligence field who have limited or no previous intelligence experience.

The Joint Defense Intelligence Support Server (JDISS) Course is designed to provide baseline training to include the role of

JDISS in support of JTF intelligence operations, systems hardware and operations.

Expeditionary Warfare Intelligence Course (EWIC) is designed to provide advanced instruction for intelligence personnel assigned units tasked with conducting expeditionary warfare missions.

Along with the training at FITCPAC there have been several courses identified by NCIS Headquarters that complete the counterintelligence and intelligence segment of the advance training:

The Joint Counterintelligence Staff Officers Course is designed to provide the generic roles and functions of counterintelligence staff officers when planning and executing counterintelligence support to joint contingencies and to define the differences between geographic and functional combatant commands.

The Foreign Counterintelligence Basic Course is designed to provide a overview of counterintelligence operations and investigations as handled within the administrative control of NCIS.

The NCIS Counterintelligence Mobile Training Team (MTT) provides special agents with an overview of current policies and procedures concerning science and technology protection, double agent operations, collection operations and force protection.



As a complement to the intelligence and counterintelligence training listed above, several other courses of instruction have been identified in the San Diego area that provide the special agent with necessary survival skills to handle shipboard, airborne and tactical beach head hazards:

Damage Control and Fire Fighting is a four day course to familiarize the special agent with the hazards of a shipboard fires and provide him or her with training on associated equipment such as the oxygen breathing apparatus (OBA).

Aviation Physiology and Water Survival is a three day course that

trains the special agent in the different aspects of a helicopter crash in a wet environment along with teaching the special agent how to survive in the water until pickup. This is a mandatory class for certification to ride on Navy helicopters. Special agents are required to complete a flight physical prior to training.

Specialty Firearms Training is a two day training course consisting of an eight hour block of instruction regarding the M-16 rifle and a four hour course on the Beretta 9mm Pistol, this course includes both classroom and range training.

Upon completion of the above

training the agent is assigned to the MEU where an additional six months of training occurs during the MEU work-ups. During this time period the agent attends and participates in a staff planning conference, a Training in Urban Environment Exercise and a Special Operations Capable Exercise. These exercises are conducted in numerous locations, both aboard and off the command ship, allowing the agent a chance to completely integrate with the command prior to deployment.

In order to accomplish command integration in a coordinated manner, a meeting is scheduled  
(Continued on the next page)

## NCIS Teams Up With The "TAP Man"

By Special Agent Gary Van Orden  
Norfolk Field Office

Mr. John Horton, known in the Tidewater area of Virginia as "TAP Man", is the coordinator of the Norfolk Truancy Action Program (TAP).

The program is designed to take a proactive approach to teach young teenagers, at an early stage, the importance of staying in school and staying away from the evils often associated with the inner city to include drug involvement, criminal activity, and teenage pregnancy. TAP has three primary objectives:

- 90 percent attendance in school;
- academic achievement, "C" or better;
- parental involvement.

Mr. Horton works regularly with approximately 120 students and 100 parents. Mr. Horton grew up in public housing until he dropped out of school in the ninth grade. He later enlisted in the Marine Corps, completed his high school equivalency, rose to the rank of sergeant major, and obtained both his bachelors and masters degrees.

Special Agents Gary Van Orden and Cheryl Diprizio, with the active support of



"TAP MAN," DIPRIZIO AND VAN ORDEN

their supervisors at the Norfolk Field Office of the Naval Criminal Investigative Service (NCIS), including Special Agent in Charge Wayne Bailey and Assistant Special Agent in Charge Leon Carroll, organized a tour of the aircraft carrier Dwight Eisenhower (CVN-69) for the "TAP Man" and his group.

The purpose of the tour was to show the young teens what can be obtained if they stay in school in the way of a military career. The tour was such a success that Special Agent Van Orden will continue this initiative with Mr. Horton to present the Norfolk teens with examples of what can be obtained with a high school education.



(Continued)

with the PHIBRON and MEU commanding officers where they are introduced to their NCIS special agent. At this meeting both commanding officers are given a folder containing pamphlets explaining the NCIS mission and organization, a copy of SECNAVINST 5520.3B (the NCIS Charter), a detailed mission statement outlining the various tasks that the assigned special agent will be capable of performing along with his or her biography.

This liaison with the command identifies the special agent as a senior command member and establishes his or her position within the command structure, thereby guaranteeing appropriate berthing and position in the wardroom.

In order to improve communications for the ARG-deployed special agent, they are equipped with two interconnectable systems. In addition to the TRRIP mentioned earlier, which gives special agents the capability to collect, store, analyze and disseminate intelligence, they are also equipped with the Joint Deployable Intelligence Support System, which is structured to provide a family of hardware and software capabilities allowing connectivity and interoperability with the intelligence systems required to support forces in garrison and deployed in peacetime, crises and wartime.

This connectivity allows for the ability to transmit both data and imagery back to the PHIBRON from advance positions giving the PHIBRON the flexibility to preposition an agent in a port

of interest and continue to tailor questions concerning the port while enroute.

Preparing for these assignments takes time. For instance, in order to deploy with the U.S.S. New Orleans in March 1997, a special agent had to be identified in September 1995. This allows the special agent enough time to accomplish long term planning, complete the required training and integrate fully with the command prior to deployment. By taking a long term approach backed up with ample training we are bringing ourselves more into line with the philosophy that has been fully embraced by all of the services, "Train like you fight. Fight like you train." This benefits the individual special agent, the Navy and NCIS.

## NCIS Special Agents Participate In Joint Amphibious Exercises In Asia

Naval Criminal Investigative Service (NCIS) special agents provided force protection support to two joint exercises conducted in the Far East.

### COBRA GOLD-95

"Cobra Gold" is held annually as a major air, land, and amphibious training exercise conducted jointly by the U.S. with the Royal Thai Armed Forces. Its purpose is to improve U.S. and Thai combat readiness and interoperability.

Major participating Department of the Navy elements during "Cobra Gold-95" were III Marine Expeditionary Force (from Okinawa) and CTF-76 (from Okinawa and Sasebo, Japan).

The exercise scenario was the defense of Thailand from land invasion. A command post exercise (CPX) was held at Korat (northeast of Bangkok), while the field training exercise (FTX) with troops was conducted at various locations southeast of Bangkok.

Five special agents participated directly in "Cobra



**McFARLANE AND STRUBLE IN THAILAND**

Gold-95," while NCIS Headquarters and the Far East Field Office in Yokosuka, Japan, provided indirect support.

Special Agent Jim MacFarlane from the Okinawa Resident Agency and Special Agent Ron Struble





**JOINT FORCE** - Members of the joint force participating in "Vigilant Blade" included, from left to right, Special Agent Jim McFarlane; Maj. Val Ruffo, U.S. Army; Australian Major Ashley Black; British Lt. Col. Hugh Webb; Australian Squadron Leader George McIvor; Lt. Col. Dan Maguire, U.S. Army Special Forces; British Maj. Doug Cook; and Lt. Col. Jeff Pierce, U.S. Army.

from the Iwakuni Resident Agency participated in pre-deployment planning and liaison activity from January to April. During this period, written threat assessments and briefings were provided to commanders of the major participating Navy and Marine Corps components.

While deployed in Thailand during May, Special Agents MacFarlane and Struble provided exercise and real-world support to Commander Naval Forces Thailand (COMNAVFORTHAI) during the CPX, which was held May 8-12. Meanwhile, Special Agent Grady Dunn from the Far East Field Office supported the Joint Task Force (JTF).

During the subsequent FTX held May 11-24, Special Agents Bob Ayer and Kirk Downs from the Far East Field Office provided direct support to U.S. Marine and Navy elements in the field. NCIS Special Agent Yasuhito "Yaz" Yoneda served afloat with USN ships participating in the exercise off the coast of Thailand.

The Singapore Resident Agency and the Pacific Division of the Counterintelligence Directorate at Headquarters provided additional support in the form of antidrug activities and national level support, respectively.

## VIGILANT BLADE-95

During March-April 1995, five NCIS special agents went to Nowra, Australia, and participated in "Vigilant Blade-95," a joint U.S.-Australian exercise designed to neutralize a national terrorist plot.

Special Agents Jim MacFarlane, Struble and Downs, along with Special Agents Mary Ann Dotter (Okinawa Resident Agency), and Tom Meyers (Wellington, New Zealand, Resident Agency) participated in both command post exercise and field training exercises. Special Agent MacFarlane was assigned to the joint Debriefing Facility, while the other special agents were assigned to exercise teams.

The exercise afforded the participating Special Agents excellent opportunities to hone their operational skills during a scripted scenario, as well as giving them the unique opportunity to train and work with other U.S. and foreign personnel in a joint setting.



## **ENFORCING THE U.N. EMBARGO AGAINST IRAQ**

*The Naval Criminal Investigative Service (NCIS) is a key participant in the U.S. Navy's maritime interdiction operations in support of the United Nations (U.N.) embargo against Iraq.*

*Any time the Navy suspects that a violation of U.N. trade sanctions has occurred, one of its ships will intercept suspect vessels. As soon as it is stopped, the Navy will fly NCIS special agents out to the intercepting ship, which will then transport them by launch to suspect vessel.*

*Once onboard, the special agents will interrogate the crew. If they find that the ship is in violation of U.N. trade sanctions, it will be seized by one of the Gulf Cooperation Council States of which Bahrain is one.*

*These photos were taken in the Northern Arabian Gulf during an actual interdiction during which Special Agents Randy Hughes and Michael Marks were flown by helicopter to the U.S.S. O'Brien (DDG-975).*

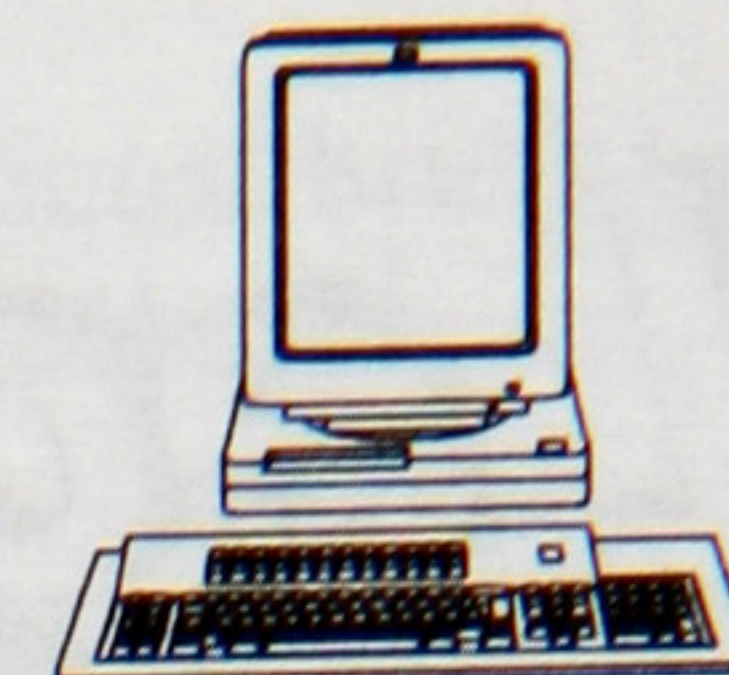
*The suspect vessel is the "Mai," a tanker with Honduran registry. In the top photo, Special Agent Hughes interrogates master of the "Mai," which was found to be ferrying oil from Iraq to the United Arab Emirates.*

*The middle photo, showing the "Mai" with a helicopter hovering overhead, was taken from the U.S.S. O'Brien. The "Mai" is riding low in the water, indicating it has a full load of cargo.*

*The bottom photo shows Special Agents Hughes and Marks onboard the "Mai" with the U.S.S. O'Brien in the background.*







## First Phase Of New Information System Is Implemented At The Hawaii Field Office

By Judy Philson and Dora Inouye  
Hawaii Field Office

May 1995 ushered in the new Field Office Information System (FOIS) Phase I for Hawaii Field Office personnel.

With the reduction of the administrative support staff, it was necessary for the Hawaii Offices to rethink the way it did business. It did not necessarily mean working harder, but working smarter.

Special agents were going to have to do their own reports and run their own NLETS, NCIC and DCII, along with a lot of other tasks that were usually handled by the support staff at each office.

To support this, each special agent's desk was supplied with a computer. Each computer is either connected to or has full access to the NCIS Wide Area Network via the office Local Area Network (LAN). The current systems most used are Case Agent Tools with Electronic Manuals, SSD, and E-Mail.

The icing on the cake was the implementation of the new FOIS Phase I.

FOIS Phase I allows special agents to enter their NCIC, NLETS and DCII queries from their desk and receive the response within minutes on their desktop computer wherever they are logged on.

Every morning and throughout the day GEN Admins are received



**ON LINE** - From left to right are Computer Specialist Judy Philson, Debbie Gibson and Pam Crow from the Information Systems Department at Headquarters, and Administrative Support Supervisor Dora Inouye. (Photo by Special Agent Rob Braatz)

in everyone's E-Mail box - thus eliminating the tedious job of making copies and doing distribution and preparing various read boards. All managers and squad leaders get all of the incoming GENS pertaining to their designated cases and can forward the GEN via E-Mail to the applicable agent for action.

Comments from the users range from "I love it, I know right where every document is" to "I like the old way better."

As users get better acquainted with the system, they have been able to forward suggestions on to the Information Systems Department FOIS programming team for consideration.

Tentatively the next release is due out by the end of the year - again it will make the job easier, provide a vehicle for faster access and more information and mark one more step toward the goal of the paperless office we strive to achieve.





**SPECIAL AGENT PAUL GRAF BRIEFS A CLASS ON THE "KELLERMAN" SCENARIO**

## New England Field Office Assists Naval Justice School With Training Scenarios

**By Lt. Glenn Grosick, JAGC, USNR  
New England Field Office**

"The Government calls NCIS Special Agent ..."

These words are familiar in courtrooms throughout the world. However, due to a joint effort by the Naval Criminal Investigative Service (NCIS) New England Field Office and Naval Justice School (NJS), these words are now routinely heard in moot courtrooms at NJS as part of the New England Field Office's ongoing involvement in the NJS training curriculum.

As part of the New England Field Office's support to NJS, special agents do role playing in moot court evolutions in the Basic Lawyer Course (initial training for Navy, Marine Corps, and Coast Guard judge advocates).

NJS has established a moot court scenario in which an NCIS special agent is one of several witnesses called to testify at trial. The participating

attorneys are tasked with evaluating the evidence, establishing their own theories of the case, and determining overall trial strategy.

Special Agents are provided a "script", setting forth key facts to be elicited by the moot court trial and defense counsels. During the mock trial, special agents respond to direct examination and cross-examination questions as an actual NCIS special agent in a court-martial.

Issues in these exercises include crime scene examinations, interrogations, and interviews, and evidence. Special agents bring their background and experience to bear on these issues, and the result is a more realistic and accurate training evolution.

Capt. Peter E. Misiaszek, Commanding Office NJS, has been particularly pleased with the success of the mock trial training program: "Having NCIS special agents as witnesses during our mock trials adds a measure of realism to our training that is of great benefit to our new judge advocates, and, I hope, to the special agents as well. The lawyers, many of



whom will report to their first duty stations as a trial or defense counsel, are afforded the unique opportunity to examine professional law enforcement personnel in an academic setting where, through the critiques of experienced trial attorneys, judges, and the special agents themselves, the new attorneys may practice and improve their advocacy skills."

"The agents from the New England Field Office agents take the witness role-playing seriously, and they get to hone their own court-martial testifying proficiency," Misiaszek said. "It's a true win-win situation, and an outstanding example of JAG and NCIS teamwork designed to improve the quality of our military justice system."

Supervisory Special Agent John Hopeck of the New England Field Office agrees that the moot court participating is a tremendous benefit to special agents.

"Testifying at trial may not only be essential to a prosecution, but it may also be very difficult under some circumstances, especially if an agent is inexperienced as a witness at trial," Hopeck said. "This mock trial exercise affords us the opportunity to, essentially, testify during a court-martial."

"Agents not only testify pursuant to direct examination, but we are also often subjected to fairly thorough cross examination," he continued. "The opportunity to testify during this moot court is invaluable in that it permits us to refine our testifying skills and courtroom demeanor in an academic environment."

However, special agent participation in the moot court program is only one aspect of New England Field Office's involvement at NJS. Special agents also provide support to NJS by active participation in the Kellerman scenario, a fictitious child abuse exercise in the Legal Officer Class (initial training to command legal officers).

A special agent provides an informational brief on NCIS, and then the agent role-plays an NCIS special agent responding to a command call concerning an allegation of child abuse. Students in the class act as command legal officers interacting with a special agent.

The goal of the exercise is to instruct students concerning how to effectively address such as issue and how NCIS special agents respond and investigate such a case. The exercise also includes securing a command search authorization, again with the special agent adding a "real-life" flavor to the exercise by role-playing a special agent during the command authorization process.

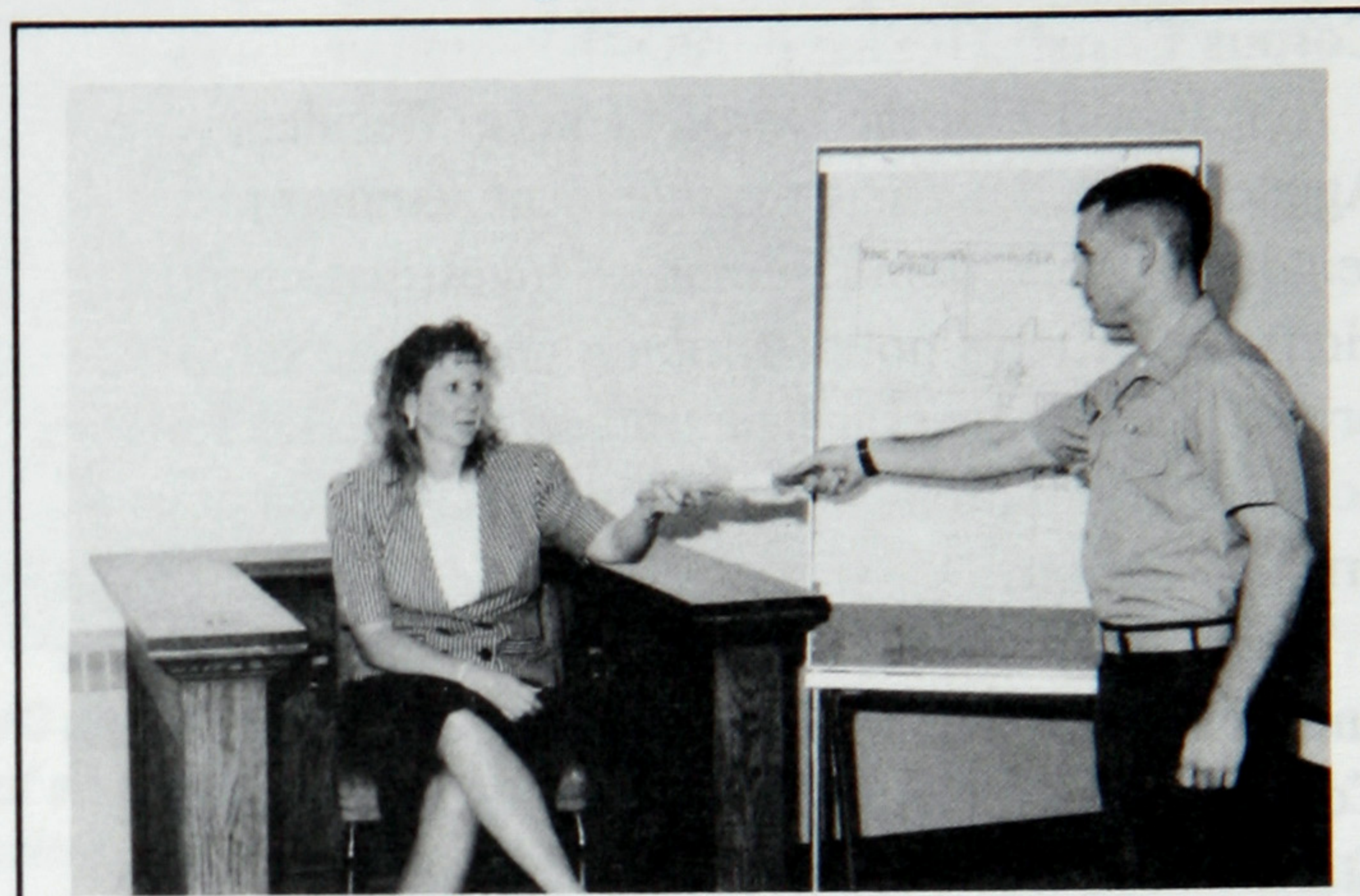
In addition, special agents from the New England

Field Office routinely provide informational briefs to the Basic Lawyer Class, the Staff Judge Advocate Class, and the Reserve Lawyer Class.

A block of instruction is also provided to international students at the NJS International Training Detachment. Recent classes have included students from Albania, Lithuania, Papua New Guinea, and Rwanda.

"The international students are generally interested in three issues," according to Hopeck. "First, they are interested to know how we, as civilians, interface with the military. Second, they want to know what our jurisdiction is and how we relate to the local civilian authorities. And third, they desire to discuss various investigative theories and techniques."

Overall, the NJS students reap a tremendous benefit from New England Field Office's involvement.



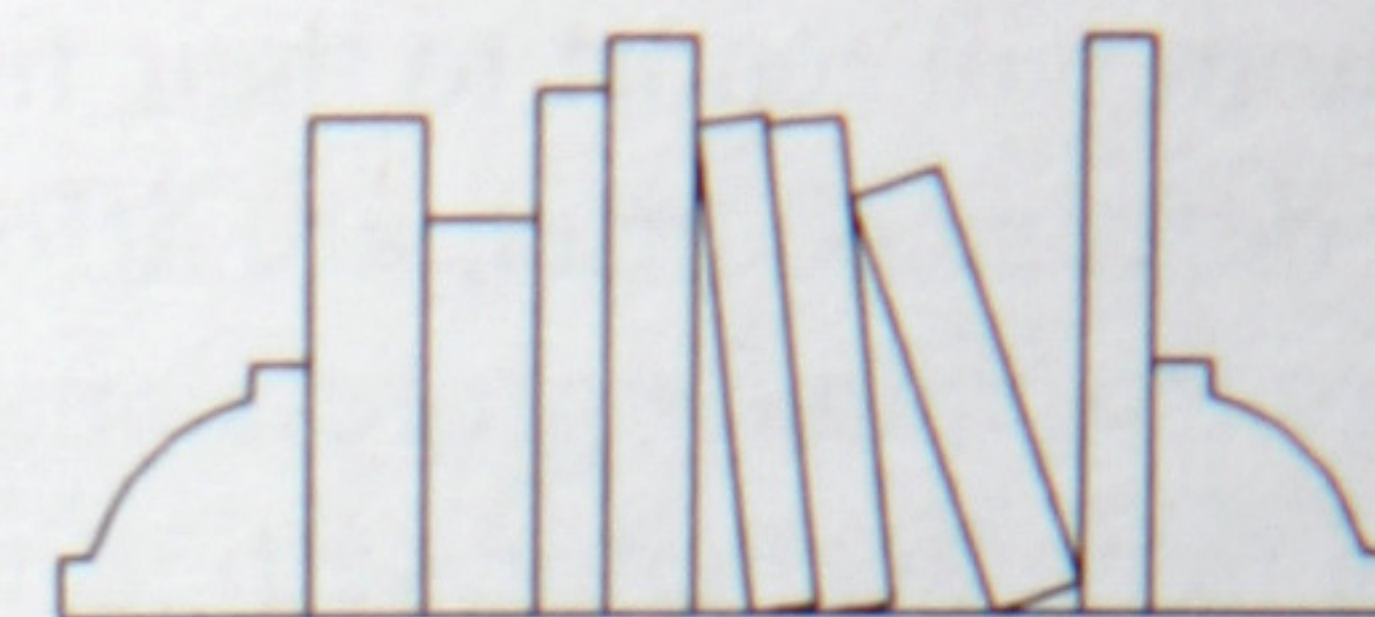
**SPECIAL AGENT MARY JONES TESTIFIES**

"By the time that our students graduate from our classes," Misiaszek said, "they know what the role of NCIS is, and they have a greater appreciation for the importance of its mission. Additionally, they are exposed to some dedicated, professional special agents - in many cases a first impression they will remember throughout their careers!"

Hopeck is quick to point out that NCIS also benefits from New England Field Office's involvement at NJS.

"NCIS directly benefits by meeting with these officers early in their careers," Hopeck said. "We brief them on who we are and what we do, and we discuss how we can both work toward building a better working relationship. We work with these officers in a non-adversarial training capacity. Our efforts at NJS have been well received, and I believe that, across the board, we establish a very good rapport with the students. This initial liaison will continue to be fruitful years from now."





## Corpus Christi Hosts Two Seminars

**By Special Agent Cecil L. Norton  
Resident Agent in Charge  
Corpus Christi Resident Agency**

Civilian law enforcement officers and military security personnel attended two seminars on hostage/ crisis management hosted by the Naval Criminal Investigative Service (NCIS) Resident Agency at Corpus Christi, Texas, during the summer.

In June 1995, the Corpus Christi Resident Agency hosted a crisis management seminar presented by the Federal Bureau of Investigation (FBI) Houston Office's police training unit. The seminar provided basic level instruction on techniques for hostage negotiations and tactics implemented during crisis situations.

Naval personnel, to include commanding officers and executive officers from Naval Air Station (NAS) Corpus Christi; NAS Kingsville, Texas; and Naval Station Ingleside, Texas, attended the course. Also in attendance were senior managers from area law enforcement agencies.

In May 1995, the Crisis Management Mobile



**OPENING REMARKS** - Resident Agent in Charge Cecil Norton delivers opening remarks at a seminar. At left are FBI Special Agents Ralph Harp and Gary Stegner.

Training Team from NCIS Headquarters provided instruction on crisis management and hostage negotiations at NAS Corpus Christi.

The course, which has been organized by Special Agent Tammi Kingsbury of the Training Department, was attended by NCIS special agents from the Gulf Coast Field Office and representatives from area law enforcement organizations. The course received outstanding reviews and was described as challenging, fast paced and practical.

The instruction combined in-class teaching with "hands-on" role play scenarios. Reserve Agents from NCIS Reserve Detachment 2182 assisted as role players during the training.

The course ended with a day long scenario, which included NAS security police and the Corpus Christi Police Department's Special Weapons and Tactics (SWAT) Team. The NCIS Crisis Management Course has received certification by the Texas Commission on Law Enforcement Officer Standards and Education (TCLOSE).



**PRACTICAL TRAINING** - Members of the Corpus Christi Police Department's SWAT team and NCIS Special Agent Don Goates (seated) participate in a training scenario.



# New England Field Office Establishes Special Crime Scene Response Team

**By Special Agent Al Billington  
Assistant Special Agent in Charge  
New England Field Office**

The burglar slithers away into the night.

The victim has not returned yet to his residence.

The criminal believes he has absconded scott free...but he has not!

The reason is that a well-trained, well-equipped, and highly motivated crime scene response team is dispatched to the scene to assist the investigating officer in locating and exposing the many signs of the burglar's identity which he inadvertently left behind.

The Naval Criminal Investigative Service (NCIS) New England Field Office is in the process of establishing such a crime scene response team, consisting of five special agents with the ability to respond to any significant crime scene throughout New England in under four hours.

Thanks to Special Agents Fred Ewell, Chuck Keller, Mike Brown, and Carleen Gwinn of the Norfolk Field Office, and the Technical Services Department, training was off and running in April when the first two special agents were sent to Norfolk for one week of "quality" crime scene training.

In May, 16 special agents



**COLLECTING EVIDENCE** - FBI Special Agent Charlie Walsh makes a plaster cast of an imprint on the ground while NCIS Special Agent Gene Testa assists.

were brought to Newport for an intensive (40) hour training session in crime scene processing conducted by Special Agent Charlie Walsh of the Federal Bureau of Investigation (FBI) Boston Field Office. Special Agent Walsh initiated the "response team" concept within the FBI, greatly enhancing its ability to reconstruct major crime scenes.

Additional training conducted by the Canine Unit of the Rhode Island State Police further demonstrated the need for a well trained cadaver dog and handler when searching for a dead body, or secondary crime scene.

In coordination with New England's emphasis on quality training, new crime scene equipment was purchased to expose our agents to some of the more recent developments in crime scene processing.

Many times a suspect will exercise his or her right to remain silent, but the scene of the suspect's crime may be eager to tell a trained investigator something. Each of the New England Field Office's special agents working general criminal investigations is receiving crime scene training, while we continue working towards our goal of a fully operational crime scene response team.



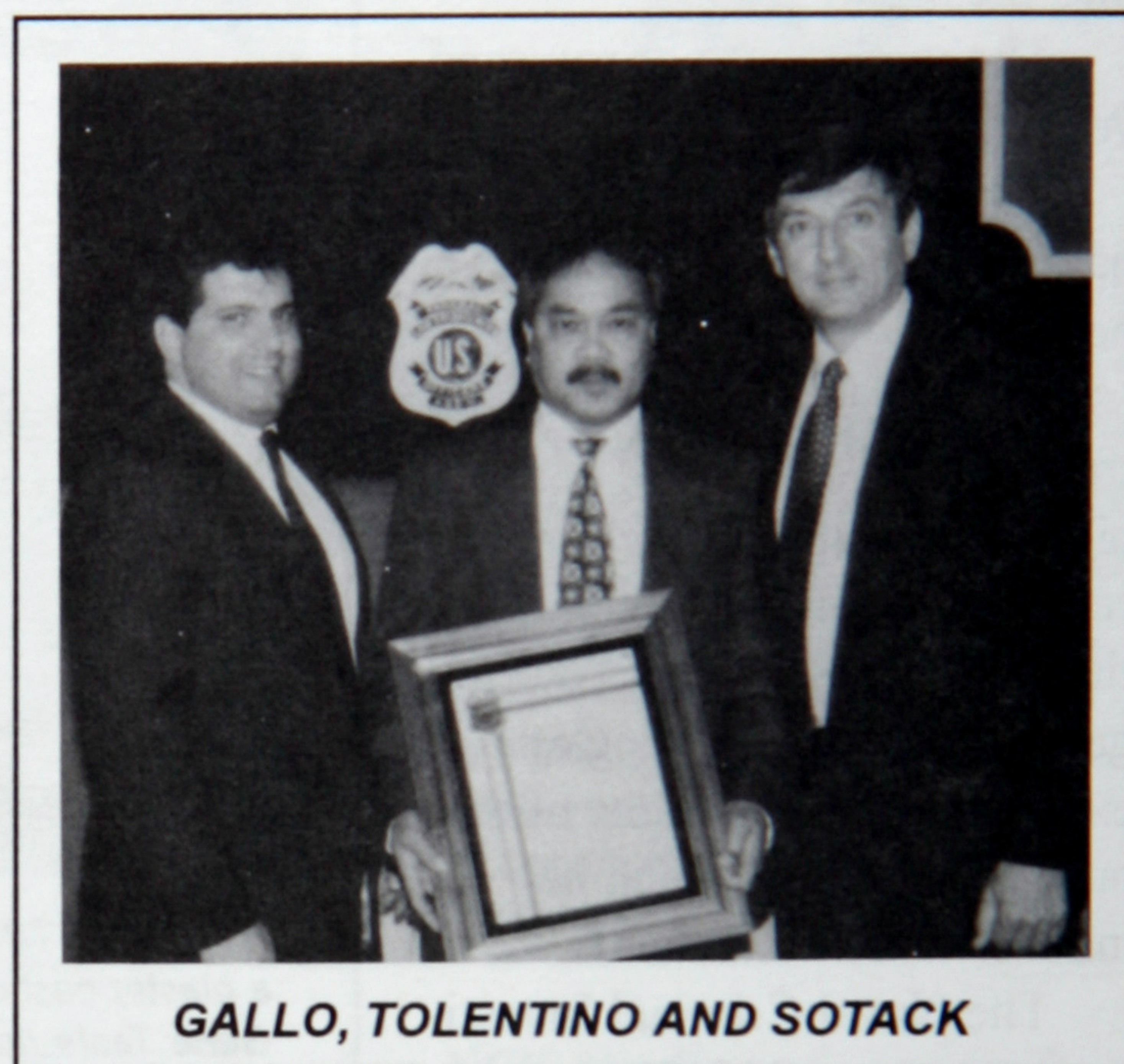
## NCIS Special Agent Is Member Of The Apollo Task Force Honored By FLEOA

Special Agent Ed Tolentino was one of the recipients of the Federal Law Enforcement Officers Association (FLEOA) Group Achievement Award.

The award was presented to the Apollo Task Force consisting of agents of the Naval Criminal Investigative Service, Federal Bureau of Investigation, Defense Criminal Investigative Service, Air Force Office of Special Investigations, and Department of Transportation.

The Apollo Task Force targeted companies providing non-conforming fasteners to the Department of Defense, to include the Department of the Navy, and the commercial airline industry. To date the task force has secured twenty-seven (27) indictments and recovered over \$3 million.

FLEOA National Vice President Richard Gallo presented the award to Tolentino during the ceremony, which was attended by Metropolitan Northeast Field Office Special Agent in Charge Robert J. Sotack.



**GALLO, TOLENTINO AND SOTACK**

### FOP LODGE #56 HONORS AGENT

Special Agent Jim Rivera of the Philadelphia Resident Agency received the Meritorious Service Award from the Fraternal Order of Police, Lodge #56, Southern New Jersey Chapter, during its annual awards ceremony held in West Berlin, New Jersey.

During this ceremony, which was attended by law enforcement from the Tri-state area, FOP Lodge #56 President, Lt. Jon Wainwright, Evesham Township Police Department, New Jersey, presented Rivera the award and the FOP Meritorious Pin.

Rivera received the award for his three and a half years of deep cover work on the NCIS-FBI group I undercover operation called "Heavy Metal."

The award cited the accomplishments of the operation, which included 20 arrests and indictments and the recovery of over \$1.6 million US Government property recovery.

### VBPD PRESENTS PLAQUE TO NCIS

The Virginia Beach Police Department (VBPD) presented a plaque to the Naval Criminal Investigative Service (NCIS) Oceana Resident Agency for its role in resolving the slaying of a woman in June.

The victim, a pre-med student from Emory University who was vacationing in the Tidewater area, was reported missing when she failed to return from a popular night club. Her body was later found in a wooded area. Two Navy SEAL trainees were subsequently arrested and charged with sexual assault and homicide in connection with the case.

In a ceremony held at the Norfolk Field Office, Capt. Will Haden, Commander of the VBPD Detective Division, and Capt. Billy Deans, Commander of the VBPD Special Investigation Division, presented the plaque to Oceana Resident Agent in Charge Joe Landin and Special Agent Brian Ricardo, who assigned as a liaison agent to the VBPD and worked on the case.





**PLAQUE PRESENTED** - The Virginia Beach Police Department (VBPD) presented a plaque to the Oceana Resident Agency in appreciation for its role in resolving a homicide. Above, from left to right are Special Agent Brian Ricardo, Resident Agent in Charge Joe Landin, VBPD Capt. Will Haden and VBPD Capt. Billy Deanes.

Following the ceremony, Special Agent in Charge Wayne Bailey and Assistant Special Agent in Charge Greg Golden took the VBPD officers on a tour of a submarine, the U.S.S. Minneapolis-St. Paul (SSN-708).

#### **HAWAII TORCH RUN HELD**

Special Agents from the Hawaii Field Office and Naval Station Pearl Harbor Security Department (NSSD) personnel participated in the annual Troy Barboza Law Enforcement Torch Run to kick off the 1995 Hawaii Special Olympics.

The team, which was organized by Master at Arms First Class Cheryl Patterson, NSSD, carried the torch across Pearl Harbor to neighboring Hickam Air Force base.

The next day, special agents Mike Monroe, Caroline and Rob Braatz, Murray Strait and his son Will, and Ed Winslow and his wife Beth and son Nicholas, accompanied one thousand other law enforcement officers as the torch was carried into the University of Hawaii stadium to kick off the Special Olympics.



#### **Carrying The Torch**

A team of runners from the NCIS Hawaii Field Office and the Naval Station Pearl Harbor Security Department participate in the Law Enforcement Torch Run.





## Budget, Retirement Are Key Issues On the Hill

By Dan Butler  
Deputy Assistant Director  
Congressional Affairs

Budget resolutions and retirement issues of importance to employees of the Naval Criminal Investigative Service (NCIS) have been in the Congressional spotlight lately.

The Senate and House adopted budget resolutions in May that direct Congress to trim \$9.8 billion from civil service programs over seven years. Included in the resolution were provisions to change Federal retirement benefits. Among other things the resolution would:

- \* lower future retirement annuities by using a "Hi-4" calculation starting on January 1, 1997 and a Hi-5 calculation on January 1, 1998. Note: Under resolution guidance, Federal law enforcement officers would be exempted and 1811-series retirements would continue to be calculated under the Hi-3 formula;

- \* raise employee contributions into CSRS and FERS by 0.25 percent in 1996 and an additional 0.25 percent starting in 1998 (total increase of 0.5 percent);

- \* cap the government's share of health insurance premiums at \$285 per month (\$3,420 per year) for a family and \$128 per month (\$1,536 per year) for individuals. It also ties the government share in future years to the increase in the Consumer Price Index instead of the Medical Cost Index (which is typically higher).

It is important to note that budget resolutions only provide guidance to congressional authorizing and appropriations committees by setting spending, revenue and debt levels for the Federal government. The resolutions do not have the force of law and authorizing and appropriations committees can devise other plans to meet spending targets.

If Senate and House authorizing and appropriations committees follow the guidance, the economic consequences to Federal employees would be significant. According to the Professional Management Association, a GS-9 step 1 would lose \$980 and a GS-15 step 10 would lose \$3,050 in increased contributions to CSRS/FERS over the next seven years.

According to the Congressional Budget Office, the Hi-5 formula would reduce average lifetime retirement benefits by 4% per Federal employee. And, according to the National Rural Letter Carriers Association, if this proposal had been in effect since 1987, health care costs for a retired letter carrier with family coverage would have been \$9,247 more through 1995 and \$4,700 more under single coverage.

As of press time (September 18), the outlook was uncertain. According to a knowledgeable Capitol Hill source, details of the resolution guidance could undergo significant changes as authorization and appropriations committees devise legislation codifying the guidance.



**CONGRESSIONAL RANGE DAY** - Elizabeth Sarrett, a Legislative Assistant on the staff of Rep. Herbert Bateman (R-VA), fires the Uzi submachine gun. (Photo by Gary M. Comerford)



Interestingly, Senator Packwood's resignation from the Senate opened his chairmanship on the powerful Senate Finance Committee. Subsequent reshuffling of Senate committee chairmanships put Sen. Ted Stevens in charge of the Senate Governmental Affairs Committee, which has jurisdiction over civil service pay and benefits.

Senator Stevens is reportedly working on a plan to eliminate the Hi-5 provision altogether (and continue calculating all civil service retirement benefits under the Hi-3) and eliminate the proposed cap on government contributions to the Federal Employee Health Benefit Program (FEHBP).

Increased contributions to CSRS/FERS might remain in a Stevens plan. His draft plan would make up for the Hi-3/FEHBP costs by extending COLA delays for retirees from January to April every year through the year 2002. NCIS Congressional Affairs is tracking retirement issues closely and will keep the field informed as the picture becomes clearer later in the fall.

## RANGE DAY

On July 7, 1995, NCIS hosted ten congressional staffers at "NCIS Congressional Range Day 1995" at the Prince George's County Police Range in Maryland.

NCIS firearms instructors briefed the staffers on the NCIS mission, firearms safety and marksmanship. An NCIS High Risk and Apprehension Team (HEAT) demonstrated a dynamic entry raid scenario and instructors showed off their marksmanship. The day culminated in a shooting competition among the staffers.

"Team Saxton" from the office of Congressman Jim Saxton (R-NJ) amassed the high team score, and Ms. Elizabeth Sarrett, Legisla-

tive Assistant for Judiciary issues on the staff of Congressman Herbert Bateman (himself a former ONI agent) won the competition with the high individual score. Staff members from the offices of Senator Strom Thurmond (R-SC), Congressman Walter B. Jones (R-NC), and Congressman Jerry Lewis (R-CA) competed.



**AGENT BATEMAN** - This credential photo shows how Rep. Herbert Bateman looked when he was an agent working for the investigative section of the Office of Naval Intelligence, which later became the NCIS.

## SENATE SOFTBALL LEAGUE

The NCIS "Crime Fighters" ended the Senate Softball season with a 7-6 record tallying victories over the staffs of Senators John Kerry, Arlen Specter, Pete Domenici, Jay Lieberman, Christopher Dodd, Smithsonian Associates and Falk Associates.

Special Agents Rick McCue and Lee Clements, both of the Quantico Resident Agency, led the Crime Fighter offense with .750 and .727 batting averages, respectively. Special Agent Steve Corbett at shortstop and Lt. Marie Leedom, USN, at second captured "Golden Glove" honors for anchoring the Crime Fighter infield throughout the season.

Pitchers Seaman Mike Pisula,

USN, and Gunnery Sergeant Balvin Garcia, USMC, from Headquarters, teamed up with Special Agent Cathy Clements (catching) to pitch the Crime Fighters to a respectable finish in their first year of "Ball on the Mall."

## LEGIS FELLOWS UPDATE

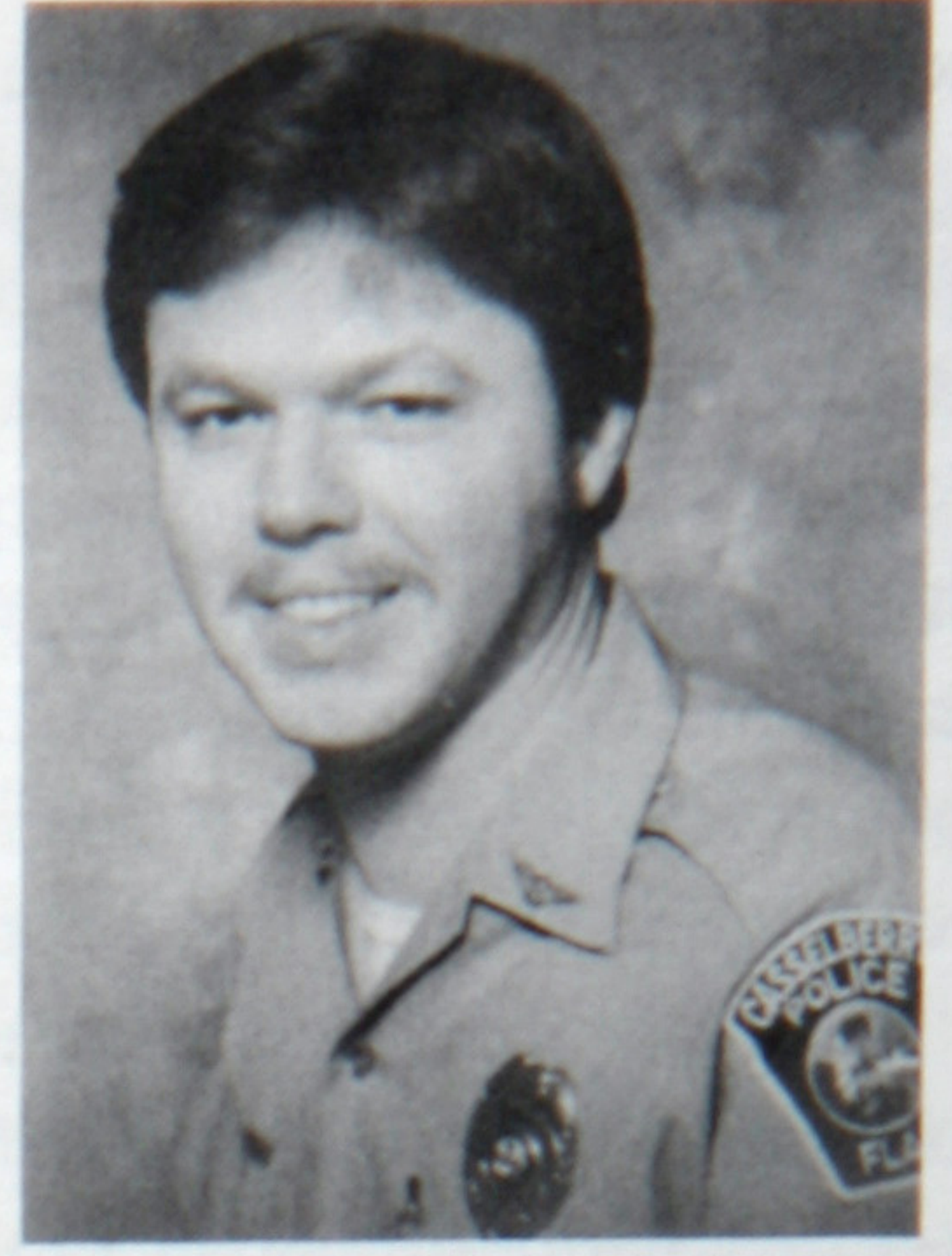
Congratulations to Special Agent Dave Elwell on his selection as the NCIS 1996 LEGIS Fellow. He is currently interviewing with several Senators for a Senate staff position to begin in January 1996.

Congratulations to Special Agent Roni McCarthy for her selection as Assistant Special Agent in Charge of the Midwest Field Office after completing a very successful assignment on the staff of Senator Charles Grassley (R-IA).

And, finally, congratulations to Special Agent Scott Jacobs for his performance on the staff of Congressman Jim Saxton (R-NJ). Jacobs has become a pivotal player in crafting key environmental legislation for the House of Representatives. The Director has approved an extension of Jacobs' assignment, at Congressman Saxton's request, to allow Jacobs to continue "shepherding" the legislation through Congress. Rep. Saxton is Chairman of the House Committee on Resources Subcommittee on Fisheries, Wildlife, and Oceans and a member of the House National Security Committee.

*There were no retirements since the last edition of the NCIS Bulletin, so the "Retired Ring-In" and the "Plank Owners' List" were not included in this issue.*





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**Address Correction Requested**