

THE GANG ENFORCEMENT COMPANY GANG ENFORCEMENT TRAINING CENTER

GANG SPECIALIST ACADEMY



THE NEXT GENERATION OF CORRECTIONS GANG ENFORCEMENT TRAINING



THE GANG ENFORCEMENT COMPANY

June 21, 2017

To:

Attn:

Re: Gang Specialist Academy

The Gang Enforcement Company's training and education arm; the Gang Enforcement Training Center is the new hybrid of gang intelligence, enforcement and reduction training through professional certification and real-time assistance that provides premier corrections and street gang training for national and international criminal justice agencies and the military. No other company in the world has the primary mission of preparing today's gang enforcement professionals' with a targeted focus of reducing gang violence and security threats.

With the benefit of having a comprehensive cadre of law enforcement, corrections, probation, terrorism, and extremism specialists, along with leadership, management, technology, and military trainers; The Gang Enforcement Company has the resources and one of the largest and fastest growing global networks of gang specialists in the world. Our training staff, contractual instructors and training partners are selected using the highest level of standards and are recognized as subject matter experts (SMEs) in their respective fields.

Our instructors have educated thousands of criminal justice professionals throughout the United States and abroad and have been utilized as speakers and presenters for national and international conferences including: Gang Investigators Associations, School Resource Officer's Associations, the federal government, local governments, international governments as well as countless state and local agencies, organizations and colleges.

A corrections environment is merely a microcosm of the very community it is charged to protect. It also contains a treasure trove of information and acts as an incubator for criminal activity.

In the gang subculture, many times, being incarcerated strengthens the gang's foothold on the community it terrorizes, increases its membership, further educates their members in various criminal tactics, and provides a safe haven from further investigation and prosecution due to correctional facilities not having the adequate training, staff, resources, and policies to aggressively deploy a zero tolerance position for gang and/or security threat activity, which should be part of the core mission of any correctional institution.

Why Get Certified?

The game has changed and the legal and professional expectations have been raised in the professions of corrections, gang intelligence, enforcement and investigations. In order for an officer and agency to stay abreast of the most up-to-date and effective public safety strategies, it is imperative to keep your staff and organization trained and educated.

There is no better way to accomplish that in today's high liability environment than through Certification.

For practitioners, certification is much more than a credential. It's the cornerstone of a successful career and for agencies and organizations; certification is an investment in your most vital resource – human capital.

Certification is part of a process called credentialing. It focuses specifically on the individual and provides documented evidence to the public that the individual has been examined by an independent professional organization and found to possess current competency in a specialized field. Certification signifies and documents the mastery of a strong level of knowledge.

The Certification Program enhances professionalism among those who work in the field of gang enforcement and, thereby, enhances the public's image of our field. The Certification Program, increases credibility, promotes leadership and attracts high-caliber recruits to the gang the enforcement field.

The Gang Enforcement Company credential establishes your officers as dedicated professionals with the knowledge and skills to uphold the highest of standards in corrections, gang intelligence and enforcement education who has taken the additional steps to ensure that they are the most skilled and knowledgeable individuals charged with protecting the public and your facilities.

The benefits are immeasurable:

- Represents the highest standard in the field,
- Communicates a commitment to safe, ethical and professional creditability,
- Provides a competitive edge,
- Gains visibility and credibility,
- Reassures agencies and the public,
- Establishes gang enforcement specialists as professionals on par with other criminal justice disciplines requiring certification.

The Gang Specialist Academy is the first and only structured academy. Those who graduate the academy with a specialty in Corrections will ***obtain professional certification*** along with ***five (05) additional certificates of successful completion*** in a variety of specific threat topics. *Each certification is good for 2-Years with an annual refresher course* required and included in this proposal.

Graduates must meet each individual certification's requirements as well as uphold The Gang Enforcement Professional's Code of Ethics.

If you want to ensure that you have the most consistent, educated and professional officers committed to reducing the negative impact gangs and security threat individuals pose to your facilities than we recommend sending those charged with this assignment to the Gang Specialist Academy.

However, the responsibility of gang and/or threat activity reduction should not be left solely to staff specifically charged with investigative duties.

Everyone from the front line to the command staff who has eyes-and-ears access to those who pose a potential threat should be considered intelligence officers. They are often the first to make contact therefore, as a second security layer we recommend that all front line staff and supervisors attend, at minimum, a gang awareness training to create a cohesive consistent operational foundation.

By doing so, you better ensure that all staff have been trained and understand their vital role in the identification of potential security threat individuals, intelligence collection, reporting protocols ultimately reducing security threats, gang violence and crime within your facilities.

In Omnia Paratus,



Rusty Keeble
Rusty Keeble
Founder and CEO

Gang Specialist Academy Overview

The **Gang Specialist Academy** focuses on developing the student's level of knowledge in what we call, Gangology; the "study of gangs" as well as current activities, trends and reduction strategies to include forecasting methodologies.

The academy is both demanding and unlike anything that has ever been available to gang enforcement before. The academy focuses on gang intelligence, correctional intelligence protocols, security threats, unit development and operational management, street gang evolution, gang crime, gang identification, communications, typology, personal safety, and the psychological and sociological impact gangs have on society as well as officer and public safety.

This course is appropriate for all levels of foundational knowledge and experience from the newly assigned to the veteran gang investigator.

Within this comprehensive academy, there is a high-level of expectation in a blended learning environment consisting of instructor-to-student interaction, online assignments, video-based tutorials, real-world designed scenarios, real-time intelligence gathering scenarios, physical fitness, and more all designed to learn techniques to identify and respond to both gang threats and security threat individuals within your community.

When you have an officer selection process that ensures you have the highest quality of people charged with identifying and arresting your most violent organized criminals and provide those officers with the highest quality advanced training ensures they are operating at their highest level of proficiency and establishing a culture that demands the highest of standards.

Through the Gang Enforcement Training Center, we take the best training and deliver it using the latest technology so that agencies can tactically and strategically deploy this new knowledge to develop the policies and procedures to combat your gang threat.



1. **Daily Roll Call** | To Develop a Daily Habit of Learning
2. **Weekly Coaching** | To Guide Your Journey
3. **Weekly Challenges** | To Strengthen Your Mind
4. **Weekly Physical Fitness** | To Strengthen Your Body
5. **Weekly Quizzes** | To Measure Your Retention
6. **Final Exam** | To Certify Your Knowledge

All delivered to you through advanced technologies in a very tactical, practical and applicable methodology. This also allows for 24.7.365 real-time access to training resources during and after graduation for continued field application.

Academy Core Training

- Gang, Gang Crime and Corrections Statistics
- Gang Membership Gender and Age Statistics
- Gang Definitions & Constitutional Protections
- Gang History, Migration & Evolution in the U.S.
- Gang Criminal Activity
- Maslow's Hierarchy of Needs Theory
- Bonding Factors to Gang Membership
- Recognizing Gang Influences
- Levels of Gang Involvement
- Gang Graffiti vs. Tagger Graffiti
- Graffiti Identification and Eradication Strategies
- Gang Member Interview Techniques
- Indicators of a Gang Presence
- Gang Prevention Principles
- Gang Ideology and Typology
- Gang Recruitment and Initiation Methods
- Folk Nation vs. People Nation Overview
- Gang Communications, Signs, Symbols, Tattoos
- Gangs and Social Media and the Internet
- Prison Gangs
- Biker Gangs
- Subversive Groups
- White and Black Supremacy Groups
- Right and Left Wing Extremist Groups
- Hate Groups
- Sovereign Citizen and Anti-Government Groups
- Street and Prison Gang Allure
- Social Media Influence
- Gang Member Contact Tips
- Officer Safety Challenges and Techniques
- Gang Intelligence Cycle
- Establishing a Corrections Gang Unit
- Gang Investigator Selection Process
- Grant Funding
- Policy Considerations
- Conducting Gang Member Interviews
- Community Gang Threat Assessments
- Develop Gang and Gang Member Profiles
- Law Enforcement and Corrections Cooperation
- Admin and Disc Segregation Considerations
- Gang Impact on Correctional Officer Safety
- Gang Impact on a Correctional Facility
- Gang Impact on the Inmate Population
- Gang Impact on Staff
- Inmate Radicalization
- STG Investigative Process
- STG Certifying and Validation Process
- Tactical Search Operations
- Conducting Facility Threat Assessments
- Develop Gang and Gang Member Profiles
- Disseminating Intelligence/Information
- Gang Member Classifications and Management
- Correctional Intelligence Methods
- and more....

Academy Personal Development Areas

- Personal Growth/Leadership Principles
- Physical Fitness/Tactical Athlete Principles
- Human Driver Principles
- Human Motivation Principles
- Transformational Truths
- Financial Wellness Principles

*Includes (1) year refresher course.



Weekly Training Manual



Final Exam Study Guide

Below you will find just a few training bytes as samples of the types of training modules you will experience.

Training Byte | Gangs and Corrections

Statistics indicate that Security Threat Group Members (Gang Members) are five times more likely to be involved in serious incidents than nonaffiliated members and Street Gang members within a correctional facility account for:

- **86%** of serious delinquent acts;
- **69%** of violent acts and
- **70%** of drug sales.

With these statistics combined with the emphasis on the fact that there has been a priority placed nationwide on law enforcement to operate with **“zero tolerance”** towards gang crime, this will not only dramatically increase the growth of gangs and gang members in jail but will also increase the already high security threats that correctional institutions face every day.

To just scratch the surface of this threat, corrections administration must take into account the following areas to assist in providing a safe, secure, and orderly environment for staff, visitors, and inmates.

These areas are a:

- Gangs Impact on a Facility
- Gangs Impact on the Inmate Population
- Gangs Impact on Staff
- Gangs Extorting other Inmates
- Gangs Extorting Staff

Additionally, corrections administrators need to focus on the types of In-Custody Crimes that take place within their institutions largely controlled by the gang population that increase the security threat level, decrease officer, inmate, visitor and ultimately public safety and increasing cost to the tax payer through crimes such as:

- Robbery/Theft
- Riots/Disturbances
- Murder
- Sexual Assaults
- Assault/Battery
- Extortion
- Smuggling
- Narcotics
- Graffiti

Training Byte | Sources of Correctional Intelligence

Inmate Phone Monitoring: The use of the inmate phone system is a primary source of communications for both gang member and non-gang member inmates. The recording of these phone calls, enhanced by the assigning of personal identification numbers to each inmate, can result in useful criminal intelligence related to past, current and future crimes committed.

Visitation Records: Most inmate visitations are tracked on an agency-wide database/system that also tracks visitor information, dates, times, and quantities of visits – not to mention if a single visitor is visiting more than one inmate over a period of time. This can build an association between two inmates you had yet to identify.

Inmate Mail Cover: The review of all mail coming in and going out of a correctional facility is paramount to both protecting the safety and security of the public and your facility – especially if they are documented gang members.

Financial Transactions: The first rule of any investigation is to “follow the money.” Most agencies have resorted to cashless commissaries and prohibiting the possession of currency. Detailed tracking of all depositors and recipients of money orders by name and location can result in detailed linkages to criminal associates.

Documents: It is very common for traditional gangs such as the Black Gangster Disciples or Latin Kings to have charters, constitutions, recruiting documents and other gang-related materials. These items are considered gang paraphernalia and should be against your agencies policies for inmate possession. It should be considered security threat documents therefore considered contraband.

Graffiti: Graffiti is used by gang members both inside the correctional facilities as well as the community to communicate with each other, to rival gangs or simply to claim a territory. As in the streets, gang-related graffiti in a corrections environment can cause confrontational behavior between inmates and among different gangs.

Inmate Cooperation: Better referred to as a “snitch,” there is no better way to gather intelligence about the activities going on in the corrections environment and/or in the community you serve. Every inmate in your system is a potential source of information.

Training Byte | Staying Alert to Your Surroundings

Knowing that they may attract police attention, gang members standing as a group on the street may hide their weapons in easily accessible, nearby locations instead of on their person. Hiding spots of choice would be those easily overlooked by officers during a simple approach but offering quick access to the gang members, if the need presents itself.

Some good examples may be inside the wheel wells of nearby cars, on top of parked car, inside a nearby garbage cans, under bushes or even under a piece of garbage on the ground.

When approaching and making contact with a suspected and/or known gang member, another surrounding threat may be additional gang members - both friend and rival to your contact who may be standing across the street from your position, out-of-sight in nearby alleys or in parked vehicles or simply driving by your location.

To fellow gang members, your contact with their street brothers and sisters may be considered threatening and warrant a distractive or perhaps offensive, action. To rival gang members, your contact with their enemies may be seen as an opportunity to attack while the enemy isn't watching -particularly if the attacker is looking to score points for courage for attacking in police presence.

An ideal gang contact will involve three officers:

1. a contact officer making direct contact with the gang members,
2. a primary cover officer spotting the contact officer
3. and a secondary cover officer scanning the surrounding area for threats.

Obviously that kind of personnel isn't always available, but when possible, the three-officer approach is preferable.

No matter the situation; using good common sense situational awareness techniques is always in the officer's favor providing a more safe and secure environment for you, your back up officers, the public and yes even the gang member you are making contact with.

Training Byte | Tips for Gang Member Contact

Regardless of where you work, you will likely face the challenge of approaching gang members at some point in your career. For some of you, this may already be a daily occurrence. For others, it may be a less frequent occurrence but nonetheless one you must be tactically prepared for.

Watch out for Dogs: Obviously the presence of a dog should warrant special attention, but be aware that gang members have been known to train dogs to respond to non-verbal attack commands like touching a pant leg, pulling on a shirt or dropping a leash. A dog can be a dangerous, even deadly weapon. Handle its presence at the scene as such.

Use 'interest' as a means of gathering intelligence: You may be surprised at how much can be learned just by asking with interest and waiting for an answer. Whenever possible, ask gang members questions that may yield valuable intelligence information without a demanding or overbearing tone. Ask about things like leadership, new gang members, upcoming activities, problems with rival gangs, shifts in territory...anything and everything that may prove helpful to anti-gang efforts. Be sure to take notes when reasonable and be sure to share the intelligence with your command staff, fellow officers and your gang unit.

Stay Alert to Your Surroundings: Knowing that they attract police attention, gang members standing in a group on the street may hide their weapons in easily accessible, nearby locations instead of on their person. Hiding spots of choice would be those easily overlooked by officers but offering quick access to gang members. Good examples are inside wheel wells of nearby cars, on top of parked car tires, inside a nearby garbage can, under bushes or under a piece of garbage on the ground.

Another surrounding threat may be gang members-both friendly and rival-across the street from your contact, secreted in nearby alleys or in vehicles, driving by. To fellow gang members, your contact with their street brothers and sisters may be considered threatening and warrant distractive, perhaps offensive, action. To rival gang members, your contact with their enemies may be seen as an opportunity to attack while the enemy isn't watching -particularly if the attacker is looking to score points for courage (and stupidity) for attacking in police presence.

An ideal gang contact will involve three officers: a contact officer making direct contact with the gang members, a primary cover officer spotting the contact officer and a secondary contact officer scanning the surrounding area for threats. Obviously that kind of personnel isn't always available, but when possible, the three-officer approach is preferable.

Pay Particular Attention to Juveniles: Knowing that underage juveniles may face lesser weapons possession charges than older members and may be considered less threatening to an approaching officer; gangs may have younger members carry their weapons for them. When approaching gang members, stay keenly alert to the younger members, both for the fact that they may be armed and for the fact that, in an effort to impress older members, they may be more inclined to confront, challenge or act violently towards law enforcement.

Pay Particular Attention to Females: Under the assumption that officers approaching a group of gang members may make the dangerous mistake of disregarding females as less of a tactical risk than males, gang members may have females carry their weapons for them. They may also do so with the thought that male officers without a female partner or a female officer close by may shy away from closely searching a female in the group, particularly if efforts to do so are met with resistance, threats and ridicule. Be prepared to handle females with as much tactical caution and thoroughness as you would with males.

Avoid Showing Obvious Disrespect: In gang culture, respect is often worth more than gold and can make the difference between life and death. Efforts to degrade, embarrass or show outward disrespect for gang members will likely be met with strong resistance and may incite violence that otherwise could have been avoided.

Regardless of your true feelings, try to maintain an air of respect without alluding to weakness, inferiority or lack of control of the situation. A facade of respect will help you maintain control and may yield mutual respect that will prove beneficial at the point of contact and in the future.

Do keep in mind, however, that in an arrest situation anything goes. If, for example, a gang member you are arresting asks that you not cuff him until he is out of eyeshot of his associates to avoid embarrassment, this is an obvious no-no. Tactical soundness takes priority over all other considerations.

Don't Overreact: Overreacting tends to make officers appear to be someone who shows fear. Fear alludes to vulnerability and lack of control, which may increase the chances that combative members may confront you. However, be sure that in your effort to avoid overreacting you don't under react. Remain in control of yourself and the situation while responding with the appropriate level of action.

Know your Jargon and Your Facts: One of the quickest ways to lose respect, credibility and to put yourself in danger when dealing with gang members is to show signs of ignorance to gang jargon and culture. Although communicating with gangbangers on a colloquial level may facilitate better communication, deeper respect, and may yield more information; if you're not up to date on all the current street terms, don't use them. The same holds true with gang-related facts. If you're not sure of what you're saying, don't say it. In the world of gangs and law enforcement, ignorance is not bliss, it's dangerous.

Most street officers who are not specifically assigned to gang units are dealing with all kinds of different people and occurrences. They don't have the convenience of dedicating time to learning lots of gang slang and then staying updated on changes.

Once you start using slang, you're opening the door to the rest of your conversation being conducted in slang. If you're not fully confident of your ability to speak gang language, it's better to use no slang at all than to toss out a few terms in an effort to be cool, and then find yourself coming up short later in the conversation.

Walk the Walk: Never threaten anything that you can't or won't follow through on. If you say you're going to respond in a certain way if your questions aren't answered, do it. If you say action will be taken if certain behavior isn't immediately terminated, take it. And on the flip side, if you promise something that you can in fact provide in response to cooperation, follow through on your "agreement." Another quick way to lose credibility and diminish the odds of future cooperation is to make shallow threats and meaningless promises.

Pay Close Attention to Clothing: Some gang wear is conducive to effectively hiding weapons. Things like baggy pants with deep pockets, oversized shirts, thick coats, and ball caps lend themselves well to secreting a variety of weapons including, of course, guns. Pay very close attention to the movements of gangbangers who may be wearing clothes that are especially good for hiding weapons. Also remember to search very thoroughly and cautiously when that level of contact is warranted.

Training Byte | Avoid Showing Obvious Disrespect

Today, respect is often described as being worth more than anything materialistic to a gang member and respecting or disrespecting someone in the gang sub-culture can be the difference between life and death. Efforts to degrade, embarrass or show outward disrespect towards a gang member will likely be met with strong resistance and may incite violence that otherwise could be avoided.

This includes using derogatory terminology known to be disrespectful towards the gang or disrespecting a gang's hand sign. An example would be; never knowingly throw down in a disrespecting way the hand sign of the gang you're trying to communicate with. You will never get the cooperation you are looking for and at minimum; they will simply stop all contact and communications with you.

Additionally, by putting them in a situation of having to respond to the disrespect or face a violation from their own gang for not defending the gang's honor; this may potentially put you in an unnecessary dangerous environment.

Regardless of your true feelings, try to maintain an air of respect without alluding to weakness, inferiority or lack of control of the situation. A facade of respect will help you maintain control and may yield mutual respect that will prove beneficial at your point of contact and for future contacts.

Do keep in mind, however, that in an arrest situation anything goes. If, for example, a gang member you are arresting asks that you not cuff him until he is out of eyeshot of his associates to avoid embarrassment, this is an obvious "No."

Tactical soundness and situational awareness takes priority over all other considerations. You should never give up tactical advantage.

Training Byte | Recognizing & Identifying Graffiti

Graffiti is an ever-present form of communication between gangs, their members, and the community. Much can be learned from graffiti as it indicates territory, rivalries, deaths, and marks boundaries. Graffiti can be called a “newspaper” of the street. For instance, when a gang’s name has been crossed out on a graffiti-marked area, this is a good indication of strife between groups. This also is a challenge that must be answered.

Graffiti is more than just an eyesore: it encourages violence, claims territory and advertises their existence or claims “credit” for a crime. For many gangs, the sheer act of marking graffiti on a wall is a direct challenge to rivals to fight. There is not greater humiliation for a gang then having its symbols degraded by rivals. Flaunting one’s territorial authority through graffiti has caused many homicides.

Removal of graffiti as soon as possible discourages the gang members from writing it and keeps the intended messages from being transmitted or interpreted by others. Since most gangs write graffiti to claim a territory; removing their “mark” invalidates the claim. In many cases, gang related fights and assaults could be stopped by just removing the graffiti.



Studies have shown that when graffiti goes up, property value, the feeling of community ownership, and the overall quality of life in the impacted area goes down.

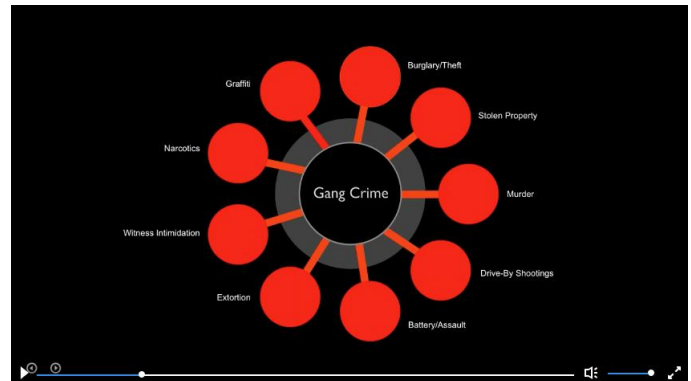


Vandalism costs schools, homeowners, businesses, and others more than **\$15 billion** each year and graffiti accounts for more than **\$2 billion** of that costs.

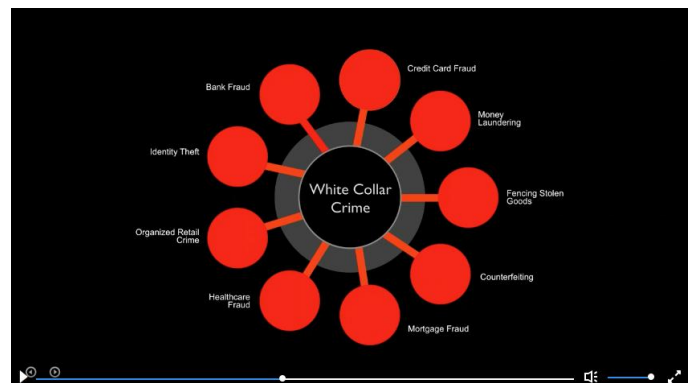
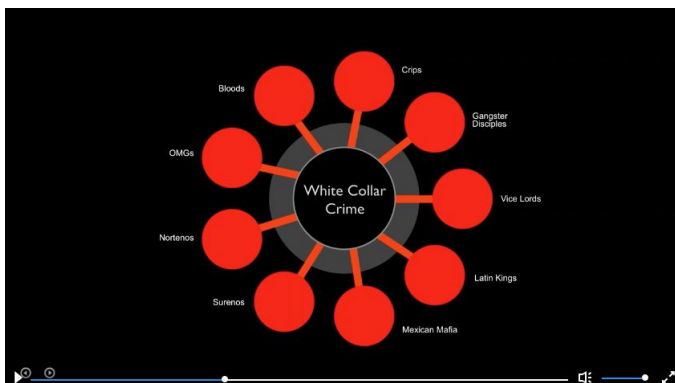
At one point, the city of Los Angeles showed that graffiti was a bigger problem financially than:

1. Illegal Immigration
2. Homelessness
3. Poverty

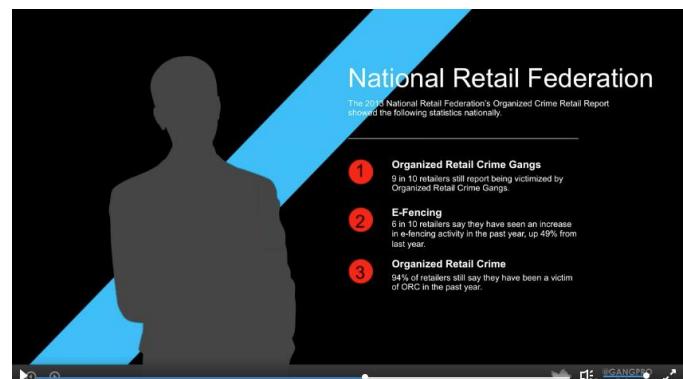
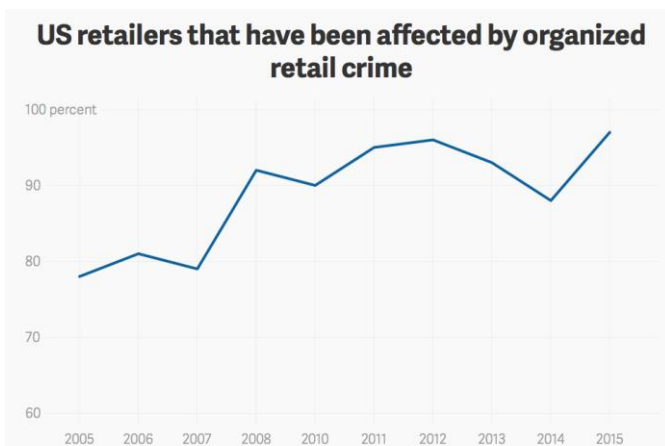
Training Byte | Gang Crime



Today, these gangs are involved in traditional Gang Crime such as Burglary/Theft, Stolen Property, Murder, Drive-By Shootings, Battery/Assault, Extortion Witness Intimidation, Narcotics and Graffiti. Today, gangs such as the Bloods, Crips, Gangster Disciples, Vice Lords, Latin Kings, Mexican Mafia, Surenos, Nortenos and Outlaw Motorcycle Gangs are becoming more adverse in the areas of traditional White Collar Crime as gangs are more sophisticated, organized and technologically driven.



White Collar Crimes such as Credit Card Fraud, Money-Laundering, Counterfeiting, Mortgage Fraud, Healthcare Fraud, Identity Theft, Bank Fraud and Organized Retail Crime (ORC) are the most common.



National Retail Federation
The 2015 National Retail Federation's Organized Crime Retail Report showed the following statistics nationally:

- Organized Retail Crime Gangs**
9 in 10 retailers still report being victimized by Organized Retail Crime Gangs.
- E-Fencing**
6 in 10 retailers say they have seen an increase in e-fencing activity in the past year, up 49% from last year.
- Organized Retail Crime**
94% of retailers still say they have been a victim of ORC in the past year.

Organized Retail Crime is a \$30 billion dollar a year threat to the U.S retail industry. The NRF reported that 9 in 10 retailers (94%) have been victims of ORC and 6 in 10 have been victims of E-Fencing.

Training Byte | Gang Threats and Officer Safety

Situational Awareness

Any time you come in contact with a possible gang member, you need to be situationally aware of both your surroundings as well as theirs. What does this mean?

Improvised Weapons

Any item that has been designed, modified, or disguised to function as a weapon. What may appear to be a common every day item may be not be what it appears to be at all.

Gang Member's Conduct Counter-Surveillance

- They will identify your vehicle
- They will place fake 911 calls
- Frequent eating establishments
- Where you live

Outlaw Motorcycle Gang Precautions

- Never let a biker out of your sight.
- Always be in command. Be firm, but respectful.
- Make the bikers stay with their bikes.
- Do not approach with your weapon drawn unnecessarily.
- Do not touch their patch or colors unnecessarily.
- Do not separate their women out of view unnecessarily.



Testimonials

"The course was outstanding. I learned a lot from your presentation. I plan to take more courses in the future."

Deputy

Cobb County Sheriff's Office

I would like to add that I enjoyed the presentation. The modules had a lot of great information and it was easy to follow. I also liked how they were broken down at the different topics. This made it easier to work around my work schedule. As a gang officer who works gangs as well as teaches gang awareness to other LEO's, I have to say I'm impressed with what you guys have developed.

Gang Specialist/Intel

State of Arizona

"Thank you very much. The course was very well put together and thought out. Best part it was on-demand/mobile which is great for a hectic and busy lifestyle nowadays. I recommend who I work with to take this course, as well as this training was also mentioned when I testified in a gang enhancement trial recently. Keep up the good work and look forward to more from The Gang Enforcement Company."

Detective

South Bend, Indiana

"I am now in my first week of the CAGE Academy and its awesome. I am really looking forward to the knowledge this class will bring and has already brought."

Corrections Sergeant

Onslow County Sheriff's Office

"Your response is always fantastic and why I have grown to trust your company. I look forward to starting class on the 8th."

President/Founder

Personal Crisis Management Company
Bahamas

"Excellent job, keep up the good work!"

Assistant U.S. Attorney

South Florida District

“For what it’s worth, I just wanted to let you know that I watched the first module on statistics....just letting you know that was super informative. My least favorite part of my job is statistics/numbers end of things. I usually don’t get involved with them nor look into them but that really made me think twice. It changed my view and gave me some tools to use to my advantage so thank you for that! Already getting new tools on day one!!”

Gang Resource Coordinator
Raleigh Police Department

“The most comprehensive Gang Enforcement Unit around. If you’re in Law Enforcement and you don’t sign up you’ve gotta have your head examined. Just hang out with Rusty Keeble and his expert training staff and they will teach you everything you need to know to become an expert in Gang Identification and Gang Prevention. They truly are the best around.”

Officer
U.S. Department of Justice

“My fellow LEO’s – first – it is against the policy of my department to recommend or endorse any commercial product – so this endorsement is not made on behalf of the Mobile Police Department, The City of Mobile, or any related agency – It is made by me Jack Dove, MPA, MSCJ - that’s called a “disclaimer” – so if you quote me – make sure you quote me correctly.

As Jack E. Dove – a 38 + year Police Command Officer and Certified Police instructor – APOST certification # 586:

I would like to recommend the Gang Specialist Training Academy to any Law Enforcement officer who has any form of involvement with Gang Crimes. If you have not noticed – everything in our occupation has some link to gang activity -

I would tell you that it is not limited to just Officers involved in Gang Interdiction but it would be a benefit to any street officer, administrator or certainly any Investigator from Homicide to Burglary Divisions.

I already hold a national “Gang Crimes Expert” certification, and have had that since 1992. However, every year our challenges in Law Enforcement change.

This past two year cycle has seen more changes and challenges than I can ever remember – and I personally believe that our job has become much more difficult than I have ever seen in almost forty years of policing.

All one has to do is watch the news to see another police officer shot – killed – maimed – or criticized - for doing nothing more than his job – protecting and serving his or her community and this great United States.

Duty, Honor- Country – these are the things that the “real” police stand for, and live by, every day they go out the door – on and off duty.

But, to survive the challenges we face in today’s society – you must have good –adequate- and advanced training. You can be the best police officer in the world – but if you cannot articulate what you saw or what gave you the justification to make an arrest or an interdiction – then you put yourself behind the “eight ball” – especially in the society we face today! The only way you can articulate your actions – is proper training.

No matter what position your city government takes – we all have gang-bangers to contend with. Many jurisdictions don’t like to admit that – but the “real” Police know it’s true. Thank goodness my jurisdiction does – but it has not always been so – just hang in there – the pendulum always swings!

I have often found that no matter how much you know about a subject, there will always be something new to learn, a new trend, an unpredicted situation or a defense attorney who you’re facing in Court – who did his homework when you did not.

Having said that, I have relied on updating my Gang Training every year. In the past two years I did the “Gangology” course, and given the opportunity I took the Gang Specialist training. As I stated, I learned new things, old things, and emerging trends that I had either forgotten, never knew, or had not seen in my jurisdiction or experience! Old dogs can learn new tricks. No matter how much you know – there is always something new to learn and share!

I realize that many police departments have cut budgets and are facing times where the money is just not readily available – and I am sure my Department is no different than yours – Training is always one of the first things cut. So, I personally paid for both training sessions myself. Rusty knows that just as well and has provided some outstanding plans to help you achieve success in your training. Use them!

The information I got and the things I learned have already returned a dividend in working with some very dangerous Hybrid gangs that we have here in my region.

I can only say that the training you will receive is valuable and can only enhance your working knowledge – and perhaps even your survival on the street with the bad guys.

In my area – we deal with Hybrid groups that like to “make it up” as they go – Crips, Bloods, Folk Disciples, OMG - but even in that hybrid field – the history, motivations, and the links to transnational gangs is something we all need to know about, understand, and address. And – no matter where you live – there are outlaw motorcycle affiliations – white supremacy hate groups and street gangs – call them wannabe’s if you like – but if it walks like a duck, quacks like a duck – and - well – trust me it’s a duck.

I have taught gang crimes to over seventy different jurisdictions throughout the United States, and have already incorporated many of the training items I received in the Gang Specialist Academy into the programs I use to teach entry level and advanced level gang officers.

I assure you that it is not a waste of your time or your money.

Lastly, I have known Rusty Keeble for twenty five years. I first met him when he was President of the Florida Gang Investigators Association circa 1992-93.

Since that initial meeting I have had occasion to do training for FGIA, DOJ, and BATF. I have always found Rusty to be an honorable man with the best interest of his fellow Police Officers placed first in his priorities. My professional association with FGIA – NGIA and now G-Force - has always involved Rusty Keeble – and he has always been a “go-too” Resource for me. He is an expert, a resource – a friend – and a Policeman’s Policeman! – (For me- the last one is the most important)

The paper copy of the diploma may be slow to arrive, but the training is there every day, and as with anything in education, it’s up to the individual officer to use what is provided. Everything you are taught is backed up by citation, statute, and fact – it is an indisputable information source.

If you do invest in yourself and your training, then you will find it worthwhile and a definite benefit to your Law Enforcement career.

If you’re an Instructor, trust me- you will learn something you did not know and it will only add to your “Bona Fides” when you have to testify in Municipal, State or Federal Court.

To sum it up – the training is beneficial – it’s not a “give me” – you do have to read- you do have to take tests – and you do get a career benefit. You DO learn.

In every occupation – life is what you make it – in our occupation – going home alive is what you strive to do and the only way you can do that is either train as you “police” – or be a very lucky guy or gal - and No - Rusty did not pay me – reward me – solicit me - or give me a deal to write this training endorsement.

What I written here is simply the truth – try it – you’ll like it - and the training you receive and share – might just save your life or that of a fellow officer.

God’s blessing on all of you – be Safe – Be Well – and Be Careful out there – it’s not Mayberry”

Commander

Spec. Operations Division

Mobile Police Department

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