

MAY 2020 | VOL. 1, ISSUE 2

THE INSTITUTE FOR LAW ENFORCEMENT ADMINISTRATION

DR. RICHARD N. HOLDEN, EDITOR

NOTES AND HOPES

As we enter another month of social distancing, it's important to remember that many members of the public are growing frustrated. This is likely to produce increased incidents of domestic violence and civil disobedience. Our officers must deal with these issues while trying to protect the public, themselves, and their families. The patience of law enforcement is going to be severely tested during these trying times. Our thoughts and prayers are with you.

Links for Law Enforcement

Sources of current information for leaders in law enforcement:

1. Benchmarks for Developing a Law Enforcement Pandemic Response Plan

bit.ly/BenchmarksforDevelopingLEFluPlan

2. Role of Law Enforcement During Covid-19 Pandemic

bit.ly/RoleofLEDuringCovid

3. Resources for Law Enforcement

bit.ly/CovidResourcesforLE

ILEA Update

Should the country be able to return to a more normal state this summer, we, at ILEA, plan to resume the School for Executive Leadership on August 31. The October Supervision School will convene as usual September 28.

"ALL OF THE GREAT LEADERS HAVE HAD ONE CHARACTERISTIC IN COMMON: IT WAS THE WILLINGNESS TO CONFRONT UNEQUIVOCALLY THE MAJOR ANXIETY OF THEIR PEOPLE IN THEIR TIME. THIS, AND NOT MUCH ELSE, IS THE ESSENCE OF LEADERSHIP."

- *John Kenneth Galbraith*

IN THIS NEWSLETTER

- A Message from the Editor
- Resources for Law Enforcement
- A Message from the Director
- Financial Tips for Law Enforcement

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A MESSAGE FROM THE DIRECTOR GREGORY SMITH, M.A.

ILEA nation, I bestow good blessings amongst you. I know that you are very busy negotiating this Covid-19 crisis and dealing with stresses of confinement that our loved ones are facing at home. Please know that the ILEA team is working hard to make the transition back into law enforcement education and training as seamless as possible when the world starts to return to normal.

Most programs have been rescheduled for late summer and the fall, with the exception of Civilian Leadership: Development for Non-Sworn Law Enforcement Personnel. This course will be delivered, as scheduled, at the Tarrant County College Criminal Justice Training Center in Fort Worth from June 15 – 17, 2020.

The remainder of our programming through October is as follows:

Employee Engagement 13 July 2020
Strategic PIO 20 – 23 July 2020
Texas Sergeant Academy 17 – 28 August 2020
Actual Innocence 26 – 27 August 2020
Habeas Issues 28 August 2020
Best Practices 28 August 2020
Managing the Training Function 31 August – 3 September 2020
Texas Sergeant Academy 14 – 25 September 2020
Strategic PIO 15 – 18 September 2020
Employee Engagement 15 September 2020
Arizona Sergeant Academy 21 September – 2 October 2020
Servant Leadership 24 – 25 September 2020
School of Police Supervision 28 September – 23 October 2020



We are working hard laying the groundwork for the fall and winter so we can get back to normal if the situation allows. We are hopeful that our medical professionals will be successful in their efforts in fighting this disease; thus, we will be ready to serve without delay when the time comes.

Again, we thank all public servants for the extra efforts and sacrifices you are making due to the Coronavirus / Covid-19.

“LEADERSHIP IS NOT ABOUT BEING THE BEST. LEADERSHIP IS ABOUT MAKING SOMEONE ELSE BETTER.”

- Sheryl Sandberg



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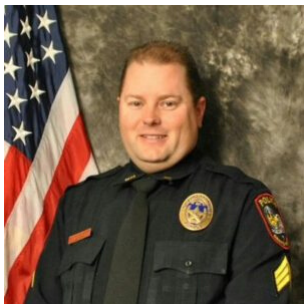
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HOW COVID-19 IS AFFECTING FIRST RESPONDERS FINANCIALLY, AND HOW TO DEAL WITH IT

NICK DAUGHERTY, FINANCIAL COP



The coronavirus is affecting more than just our health. For some, our entire financial wellbeing is potentially turning upside down as overtime and part time jobs have been all but eliminated. For others, our spouses are facing layoffs, furloughs, or reduction in work hours.

Some were just about to pull the plug to retire and now our whole world has been rocked with retirement accounts that have lost a lot of value, not to mention the potential impact on pension systems (remember what the 2007/2008 financial crisis did to those).

First and foremost, I want to reiterate that we don't need to live in fear. There are things we can do to help shore up our financial situation now, and when we do get through all of this there are a ton of things we can do to prepare for the next time an economic downturn happens again (and you will most likely experience another financial downturn in your lifetime).

Let's focus on the now first. If there is a chance your spouse is going to miss some paychecks, and/or the reduction in OT/PT jobs is going to make it difficult to cover bills this month, remember the four walls that take precedence over anything else:

Food – ensure you can eat

Utilities – make sure the lights and water stay on

Shelter – make sure you don't lose the roof over your head

Transportation – ensure you still have a ride to get back and forth to your means of making money

These four walls are the most important for your family to focus on. How do you ensure you can pay for these? The top item to focus on is ensuring you are doing a monthly budget, so you know where you stand each month on your income versus our outgo.



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Think about that SWAT raid. They do their ops plan before they head to the warrant, ensuring everything is planned. This is exactly like planning your month before you head into it. Ensure you know what income is coming in and what the monthly bills going out are going to be.

If you are suffering from the lost income mentioned above, you should place the highest priority on those four walls. All other things (restaurants, vacations, toys, etc.) are on the back burner until the four walls are taken care of. If there is money left over after the four walls, determine what the next priorities are until the income returns to normal levels.

When the month is over, do what the SWAT team does – an after-action plan. Go back and see if what we thought was going to happen did in fact happen, and use that to correct any planning for the next month.

While working on that monthly budget, look for things to cut out of your budget until things return to normal (i.e restaurants, gym memberships, etc.).

Need some quick cash? Sell some stuff. We all have items around the house that can be sold to try and make some quick money.

On the retirement account side of things, if you are contributing to retirement accounts, consider pausing these contributions until the income returns to normal so you can focus on the four walls above.

If you were working on paying down consumer debt, hopefully by using the debt snowball method, you should stop that debt reduction program until your income returns back to normal. That extra money going towards paying down debt should be re-prioritized for use taking care of the four walls first! You can get back to that snowball when things get back to normal.

Above all else, keep your hope alive! We will make it through COVID-19 as a country, and as an industry within law enforcement. Things will get back to normal eventually.



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When it does, it's time to take some steps to start to prepare for the next time something like this happens. Ensure that you are still doing your monthly budgeting, paying off all consumer debt, and establishing a fully funded three to six months' worth of living expenses in an emergency fund. Consider one of my favorite programs, Dave Ramsey's Total Money Makeover – 7 baby steps.

When you have a plan, it helps to offset some of the financial burdens, and stress, by keeping us prepared as best as possible for when these events occur.

Nick Daugherty is a semi-retired Sergeant, and current reserve officer, with the Grand Prairie Texas Police Department. He is the creator, and instructor of "Building Financial Strength in First Responder Families," a Dave Ramsey inspired financial wellness class that has taught to thousands of first responders from over 2,000 agencies and featured at numerous nationwide conferences.

Nick accrued over \$80,000 in consumer debt as a young officer, most of which was wrapped up in car stereo equipment and cars. Utilizing the principles of the Dave Ramsey show he worked over a thousand hours of overtime to get out of debt in 2003.

A graduate, and volunteer coordinator of Dave Ramsey's Financial Peace University, he is also a certified Ramsey master financial coach, and coaches first responders in financial crisis. Additionally, he is the President & Owner of the Texas division of Serve & Protect Financial, a full service financial advising firm owned, and operated by first responders, for first responders (Investment Advisor Representative CRD# 6697256 registered in Texas, Virginia, and the US Virgin Islands). He has the heart of a teacher and a passion for teaching first responders, and their families, how to handle their finances and plan for the future so that officers can move from having to work longer than they have to, giving them the ability to comfortably retire when they want to. Investment advice offered through IFP Advisors, LLC, d/b/a Independent Financial Partners (IFP), a Registered Investment Adviser. IFP, FinancialCop, and Serve & Protect Financial Texas are not affiliated.*

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