



DIA



REPORT

DETECTIVE INVESTIGATORS' ASSOCIATION
of the District Attorneys' Offices, City of New York

Spring 2015



DIA President John Fleming with Dr. Madelynn Azar-Cavanagh, Medical Director, Selikoff Centers for Occupational Health. Inset photo, Dr. Aida Vega, Director of Primary Care, kicks off the new program by taking medical background from Fleming.

PROTECTING YOUR HEALTH

DIA Partners with Mount Sinai on Innovative Program

The DIA has partnered with the Mount Sinai Selikoff Centers for Occupational Health and Mount Sinai Primary Care Associates to offer a customized, comprehensive health program designed to address all aspects of Detective Investigators' health care needs and improve the general health and well-being of members.

Continued on pages 4-7

PRESIDENT'S MESSAGE

JOHN FLEMING



I want to thank the membership for your strong show of support in this year's election, a time when you get to show your support or disapproval of the direction the Union is taking. Your confidence is appreciated.

What also is abundantly clear is that the vast majority of our members participated in this year's election. Approximately 66 percent of the membership voted and the amount of enthusiasm shown by new candidates was impressive. That was not always the case and I think this is a testament to how far the Union has come in the past 15 years.

I want to thank Juan Parra, Doris Amador, and Ron Hickman for their service as they step down from the Executive Board. Your time and dedication did not go unnoticed. You have been real team players, putting yourselves out there for the members and the Union as a whole. I would also like to welcome Sam Ahdout, John Beale, Jeffrey Boyce, and Rocco Galasso to our leadership team. We look forward to working with you.

Our number one priority during the past five years has been abundantly clear — our contract. Since July, we have attempted to reach a deal, but were met by unacceptable demands and a proposal that I am glad to say was almost unanimously rejected by the membership. We have completed the necessary three mediation sessions before a State mediator, and although we saw some progress, we were forced to file for impasse. The City would not budge from its position of offering the teachers' deal and we know that deal would not pass with our members. On March 17

of this year, our attorneys filed for impasse so that we may select an arbitrator and prepare for arbitration.

Throughout the contract talks and mediation sessions, I tried to focus all parties on the concept of fair treatment. Every time I sat down to negotiate a contract, I brought up how important it was for there to be an evenhanded approach to collective bargaining. As you know, all parties on the other side ignored this. Once we started negotiations again — after four long years of hearings and legal arguments — I thought the District Attorneys would do something to help. After all, while they were giving raises to all employees, a steady stream of our Detectives was forced to leave because they could not afford to raise a family on their current salaries.

The de Blasio Administration has been working with unions across the board to negotiate overdue contracts. Police unions in all ranks have settled new deals. Why are Detective Investigators being singled out? It's time we came to a resolution about who is our "real" boss, the City or the District Attorneys, and whatever the answer is, that is who must negotiate with us. We deserve what all other uniformed ranks have gotten and the DIA will continue fighting on your behalf until we do.

In addition to the pending arbitration, the DIA Board is focused on the atrocious working environment in the Bronx DA's office. Management has done all it could to foster a toxic work environment where Detective Investigators are threatened, lied to, and made prisoners to inept management styles that cares more about fear than leadership.



DETECTIVE INVESTIGATORS' ASSOCIATION

DISTRICT ATTORNEYS' OFFICES – CITY OF NEW YORK, INC.

PO Box 130405
New York, NY 10013

646.533.1341
877.DIA.2747

www.nycdia.com

JOHN M. FLEMING
President

JACK FRECK
Vice President

SAM AHDOUT
Secretary-Treasurer

Board of Trustees

ROCCO GALASSO
Citywide Supervising Trustee

JEFFREY BOYCE
Queens County

NICHOLAS RANIERI
Bronx County

FRANK CONNELLY
New York County

JOHN BEALE
Kings County

EDWIN MORALES
Special Narcotics Prosecutor

RICHARD ABBATE
Richmond County

Retiree Delegate
JIM DIVER

Chaplain
ROBERT RAINIS

THE DIA REPORT is published by the Detective Investigators' Association of the District Attorneys' Offices, City of New York. Please send press releases, news, or photographs to the DIA, PO Box 130405 New York, NY 10013. ©2015 Detective Investigators' Association. All rights reserved.

NEWSLETTER DESIGN/PRODUCTION
RWD Group
845.364.0222 • marci@rwdgroup.com

The Bronx has again resurrected an old trick they try to play on younger Detectives who leave after seeing how bad the job and work environment are. Bronx Executives claim there is a three-year commitment to the job; they tell Detectives who resign that they cannot resign because in essence, they are fired. They also routinely violate the DIA contract by changing tours to avoid paying our Detectives overtime.

The Bronx also has made it a practice to interfere with Union business by harassing our Bronx Trustee to the point where we could no longer ignore the situation and filed charges with the City.

This you remember is the same office that fired a hero Detective Investigator who saved the life of a witness who was never relocated by the Bronx after she testified in a homicide trial. He suffered a work-related illness while rescuing her, but he was fired anyway. That says a lot about the character and integrity of Rob Johnson & his staff.

I, along with the entire DIA Executive staff, am willing to work with the Bronx to resolve all these issues, but the willingness and desire must come from both sides. Their current conduct will no longer be tolerated by the DIA and we are making that extremely clear. I have sent a letter to Bronx District Attorney Rob Johnson asking that he take a role in changing the conduct and environment of his office. You can read the DIA letter to Johnson and his office's reply on pages 22-23 of this newsletter.

On the back page of this newsletter, you will find two new products for sale by the Union that members have been asking for for a long time. It became known to the Union that many career Detectives were not given the opportunity to receive their shield upon retirement. After 20 years of service, all DIs should have a shield to commemorate their career. Therefore, the Union has begun selling to all members who retired in good standing a commemorative retirement shield to celebrate that career. The shield was designed and

manufactured solely by the DIA. The price is \$30. If you are interested in purchasing one, please be in contact with Retiree Delegate Jim Diver.

Additionally, we have redesigned our challenge coin for 2015. I think you will agree it is a beautiful piece of artwork. These coins are larger than our previous designs and will make a good addition to your collection. The price for these is \$10 each. If you want to purchase one, please contact your Trustee.

As you can see, there has been a lot going on already in 2015. In addition to what we've been dealing with internally, we've seen some tremendous upheaval in Albany with a turnover of top leadership. We will continue fighting on behalf of our entire membership, knowing that by standing together, this hopefully will be the year we are successful and overcome many of our obstacles.

SIGN UP FOR E-MAIL BLASTS FROM THE DIA

Many times throughout the year, the DIA sends important e-mails to members who have provided their e-mail addresses. This is the fastest way to disseminate timely and important information. If you would like to be included, please log onto the DIA website at **www.nycdia.com** and enter your information. Of course, it's then important to actually open the e-mails and read them!

DIA Total Worker Health™



Many DIA members clock in more than 50 hours a week, and are always at the ready to take a call, follow up on a lead, and close a case successfully. Where does our health fit into this rigorous, non-stop schedule? When we talk to our doctors, do we talk about how our job impacts our health, or how our health impacts our job?

Studies show that specific occupations have shared health risks. Police work is intense and inherently stressful. Law enforcement personnel are exposed to dangerous work environments and repeated traumatic events. Extended or unusual work shifts also can lead to fatigue and stress. Studies show that these unique conditions put Officers at greater risk for high blood pressure, insomnia, heart problems, post-traumatic stress disorder, and depression.

While employers in other professions recognize more and more the unique health concerns of their employees and offer access to tailored health and wellness services at their worksites, the law enforcement community does not have the luxury of a traditional office job as we are always on the move.

The DIA Total Worker Health™ Program will provide access to top doctors and specialists throughout the Mount Sinai Health System who understand the unique health care needs of the law enforcement community. A specialized primary care visit and consult with a health coach will help members gain a new perspective on their health and learn how to maximize health outcomes to be more successful at work and in life.

The DIA Total Worker Health™ Program provides members access to primary care physicians, health care specialists, health coaches, and occupational medicine physicians with expertise in addressing work-related health concerns common in the law enforcement community. The Total Worker Health™ program integrates traditional primary care with health promotion services to provide education, encourage positive behavior change, and enhance fitness in the workplace. Personal health information will be treated confidentially and will not be disclosed to DIA or other parties.

To participate in the program, please complete the following steps:

1. Fill out the Participant Enrollment Form and return it by mail to: Icahn School of Medicine, One Gustave L. Levy Place, Box 1057, New York, NY 10029, ATTN: Johanna Millan or email to johanna.millan@mssm.edu. The form can be downloaded from the DIA website or can be found on pages 6-7 of this newsletter. Once you have submitted the completed enrollment form, Mount Sinai will conduct an initial insurance verification to confirm coverage. If the insurance verification identifies potential additional out-of-pocket expenses (other than co-payment), a Mount Sinai coordinator will contact you to discuss your options. At this point, it is your decision whether to continue with the DIA Total Worker Health™ Program.
2. Once your Participant Enrollment Form is processed, a health coach from Viridian Health Partners, a third party administrator, will call you to complete a health impact assessment over the phone. You also may contact a Mount Sinai coordinator to make arrangements by calling 212.824.7047.
3. A Mount Sinai coordinator will contact you to schedule an appointment with your primary care physician.
4. Take advantage of physician referrals to Total Worker Health™ services, including access to health care specialists, occupational medicine physicians, health coaching, diabetes prevention classes, tobacco cessation counseling, stress management programs, and more.
5. Review your individual health report. Once a Mount Sinai coordinator receives the results from your health impact assessment and primary care visit, your individual health report will be mailed to you. It will provide an update on your current health status and areas for improvement.

If you have any general questions about this program, please contact 1.800.858.1714.



Program

Frequently Asked Questions (FAQ)

What services are included in the DIA Total Worker Health™ program?

Core services:

- Over-the-phone or in-person health status evaluation
- General primary care examination
- Coordinated referrals to specialists
- Health coaching to increase motivation for health behavior changes

Enhanced services:

- Cardiac consult and attendant diagnostics
- Diabetes prevention program
- Tobacco cessation counseling
- Stress management program
- Mental health services
- Occupational medicine evaluations for on-the-job injuries and illnesses

What is a health impact assessment?

A health impact assessment is a health questionnaire to provide a baseline assessment of your physical and mental health status and any health risks you may face at work. The health assessment, in addition to the biometrics collected by your doctor, will generate a personalized health report that identifies health risks and changes you can make to reduce them.

How long is the health impact assessment?

The initial health assessment can be completed over the phone and will take about 30 minutes.

What can I expect at my primary care examination?

Your primary care examination will include a measurement of your height, weight, blood pressure, pulse, waist circumference, and a blood test (either finger stick or venipuncture) to collect your blood glucose, total cholesterol, HDL cholesterol, LDL cholesterol, and triglycerides. You also will have the opportunity to discuss any other health-related questions or concerns with the doctor. Please fast for nine hours (except water and prescribed medication) prior to completing the blood test for accurate results.

Will the DIA or my employer have access to health information?

No. Your health information will be treated confidentially and will not be disclosed to the DIA or your employer.

If I have my own primary care physician, do I need to see a Mount Sinai primary care physician?

Yes. In order to participate in the program, members need to be seen by one of the Mount Sinai primary care physicians.

How is the program covered?

The initial visit with a Mount Sinai primary care physician and subsequent visits with a specialist at the Mount Sinai Primary Care Faculty Practice Associates will be submitted to your health insurance, GHI.

Am I responsible for co-payments?

Yes, you are responsible for any co-payment or other out-of-pocket costs as determined by your health insurance.

What are the Mount Sinai Selikoff Centers for Occupational Health?

The Mount Sinai Selikoff Centers for Occupational Health are recognized nationally and internationally as leaders in the field of occupational medicine. Their doctors offer cutting-edge and compassionate occupational health prevention and treatment services to workers as well as through unions, employers, and medical providers. Through a focus on prevention, safe workplaces, and proactive response to occupational health issues, they strive to keep workers and their workplaces healthy. Their physicians are experts in preventing, diagnosing, and treating work-related injuries and illnesses.

What is the Mount Sinai Primary Care Faculty Practice Associates?

The Mount Sinai Primary Care Faculty Practice Associates is a primary care facility that offers personalized service and comprehensive care. Their physicians routinely treat adults with all sorts of medical needs, ranging from diabetes, high blood pressure, and weight problems to sleep disorders and respiratory problems. They are conveniently located on Manhattan's Upper East Side. Their primary care doctors see patients six days a week in their new, state-of-the-art facility, which offers patients access to quality care in a private practice environment.

DIA Total Worker Health™



Mount Sinai

Selikoff Centers for Occupational Health

Participant Enrollment Form (P. 1)

DIA Total Worker Health™ Program



PARTICIPANT INFORMATION			
Last Name:	First Name:	Middle Name:	Social Security Number:
Address:	City, State:		Zip:
Cell/Mobile Phone: ()	Home Phone: ()		Preferred Phone: ()
Email Address:	Date of Birth:		Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female
Marital Status: <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Divorced		Residence: <input type="checkbox"/> Rent <input type="checkbox"/> Own	
Do you have a primary care physician? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, last date of visit _____			
Do you want to see a MSSM primary care physician? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Ethnicity: <input type="checkbox"/> Hispanic or Latino or Spanish Origin		<input type="checkbox"/> Non Hispanic or Latino or Spanish Origin	
Race: <input type="checkbox"/> African-American <input type="checkbox"/> Caucasian <input type="checkbox"/> Pacific Islander <input type="checkbox"/> American Indian <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Unknown <input type="checkbox"/> Asian <input type="checkbox"/> Other			Preferred Language:
IN CASE OF EMERGENCY			
Please Notify in Case of Emergency:			Relationship to Participant:
<input type="checkbox"/> Check if address is the <i>same</i> as participant information.			
Address:			City, State:
Cell/Mobile Phone: ()	Home Phone: ()		Preferred Phone: ()

Viridian Health Management (Viridian) is a national health and wellness company. The Mount Sinai Selikoff Centers for Occupational Health has partnered with Viridian to provide comprehensive health management programs. Viridian will facilitate the administration of the Health Impact Assessment (HIA).

By signing below, you agree to have Viridian Health Management contact you to complete the Health Impact Assessment (HIA) and allow the Selikoff Centers for Occupational Health access to your completed Health Impact Assessment (HIA) and individual health report.

Participant Name (Print):

Participant Signature:

Date:

Program



Mount Sinai *Selikoff Centers for Occupational Health*

Participant Enrollment Form (P. 2)

DIA Total Worker Health™ Program



Participant Last Name:	Participant First Name:	Participant DOB:
------------------------	-------------------------	------------------

INSURANCE INFORMATION		
Name of Financially Responsible Person (if different from participant):		Relationship to Participant: <input type="checkbox"/> Spouse <input type="checkbox"/> Parent <input type="checkbox"/> Other
Address (if different from participant):	Home Phone:	Work Phone:
Primary Health Insurance Company:	Policy Holder Name:	Relationship to Participant: <input type="checkbox"/> Self <input type="checkbox"/> Spouse <input type="checkbox"/> Parent <input type="checkbox"/> Other
Insurance Company Address:	ID/Policy Number:	Group Number:
Secondary Health Insurance Company:	Policy Holder Name:	Relationship to Participant: <input type="checkbox"/> Self <input type="checkbox"/> Spouse <input type="checkbox"/> Parent <input type="checkbox"/> Other
Insurance Company Address:	ID/Policy Number:	Group Number:

The above information is true to the best of my knowledge. I authorize my insurance benefits be paid directly to the physician. I understand that I am financially responsible for any balance, (see financial agreement). I also authorize the *Mount Sinai Selikoff Centers for Occupational Health* and/or insurance company to release any information required to process my claims.

Participant Name (Print):

Participant Signature:

Date:

Responsible Party Name (If Different):

Responsible Party Signature (If Different):

Date:

Please return both pages of this form to: **Icahn School of Medicine, One Gustave L. Levy Place, Box 1057, New York, NY 10029, ATTN: Johanna Millan** or email to **johanna.millan@mssm.edu**.



1



2



3

8th Annual DIA Awards Ceremony



4



5



6

1. Senior DI Miguel Placencia
2. DI John Lavin

3. Deputy Chief Investigator George Annarella
4. Family of Chief Lawrence Festa



DIA HOLDS 8TH ANNUAL AWARD CEREMONY

The Detective Investigators' Association held its Annual Awards Ceremony on Friday, November 3, 2014, at Battery Gardens in Manhattan.

The Ceremony recognizes the outstanding contributions made to the cause of law enforcement by the Detective Investigators who work for the five District Attorneys' and Special Narcotics Prosecutor. The DIA also recognizes those individual Detective Investigators or groups of DIs whose diligence in pursuing justice has led to the successful completion of cases.

"Our members deserve to be honored for their contributions to the law enforcement community," said President John Fleming. "Each year we sort through all the submissions and choose those cases that best highlight the work our members do on a daily basis. All too often the work our members does not get noticed by either the public or those in law enforcement. This ceremony gives us a chance to highlight some of the more outstanding cases and give our members a chance to be in the spotlight."



8



7



9



10



11

5. The Kings County District Attorney's Major Narcotics Investigation Bureau
6. The New York County District Attorney's Cyber Crime and Identity Theft Unit
7. Bronx Detectives
8. Lt. Rocco Galasso
9. Robert Burzichelli, John Fleming, Jack Freck and Harry Greenberg
10. Jim Moschella, John Fleming, Phil Karasyk and Jack Freck
11. DI Richard Lewis, John Fleming, DI Patrick Dolan and ADA Jonathan Shaf

HONOREES

CAREER ACHIEVEMENT AWARD

Lt. Rocco Galasso
Bronx DA

Deputy Chief Inv. George Annarella
Special Narcotics Prosecutor

Senior DI Margaret Eng Wallace
Staten Island DA

COMMENDATIONS

Bronx County

Sr. DI Vincent Cantarella — Bronx DA
Sr. DI John Reilly — Bronx DA

Queens County

Sgt. Ronald Georg — Queens DA
DI Richard Lewis — Queens DA
DI Patrick Dolan — Queens DA

DI Edwin Driscoll — Queens DA
DI Hugh Dorsey — Queens DA
DI John Lavin — Queens DA

New York County

Senior DI Louis Capolupo — NY DA
Senior DI Miguel Cruz — NY DA

UNIT CITATIONS

Kings County

District Attorney's Major Narcotics
Investigation Bureau

Deputy Chief Inv. Edwin Murphy
DI John Beale
DI Thomas Farley
DI Frank Garguilo
DI Nicole Byrd
DI Kevin McAleese

Kings County

District Attorney's
Special Investigations Unit
DI Radmila Aliyev
DI Stephanie Green-Jones
DI Jeanette Sbordone
DI Roger Torres
DI John Mullen
DI Anthony Schembri

New York County

District Attorney's Cyber Crime &
Identity Theft Bureau

Supv. Inv. Robert Muldoon
Senior DI Erin Mulderig
DI Mariangela Perrotta
Senior DI Joseph Monroig
Senior DI Gregory Dunlavy



12. The Kings County District Attorney's Special
Investigations Unit

13. Enjoying the breakfast

14. Staten Island Trustee Richard Abatte Senior DI Margaret
Eng-Wallace and son, Chief Investigator Robert Turbiak

15. Thomas Artino, Sgt. Cres DeLuca, Manhattan Trustee
Frank Connelly

16. Sr. DI Vincent Cantarella, Chief Frank Chiara, Lt. Rocco
Galasso, Senior Detective Joh Reilly, Deputy Chief Hall

17. Sgt. Ronald Georg, John Fleming, DI Edwin Driscoll and
DI High Dorsey

18. Chief Investigator Frank Russo

19. Ret. DI John Crosas and Sergeant Chris DeLuca

20. Special Narotics Prosecutors Office, Aleksandra
Bobeczko, Rudy Stevens, Belinda McNeil, Buddy
LaSala, George Annarella, Miguel Placencia, Chief
Bill Cook

21. Ronald Hickman and Doris Amador

22. Honoree Robert Burzichelli and daughters

23. Senior DI Miguel Cruz and Senior DI Louis
Capolupo

24. Harry Greenberg and wife Phyllis

25. Julia Nicolaou Selikoff Centers for Occupational
Health Administrator; Dr. Lucchini, Mount
Sinai Director, Division of Occupational and
Environmental Medicine; Dr. Madelynn Azar-
Cavanagh and Dr. Fatih Ozbay



16



17



18



19



20



21



22



23



24



25

Dear John Fleming,

November 14, 2014

I want to personally thank you, the Executive Board and the Board of Trustees for awarding me the Career Achievement Award. I am humbled and honored to receive this award. I am very proud to be among many other detective investigators who have exemplified true professionalism and dedicated service we do every day. The plaque given to me is immeasurable and is greatly appreciated. Thank you and the Executive Board of the Detectives Investigators' Association for all that you do to represent us.

Sincerely,

Margaret Eng-Wallace

Senior Detective Investigator

Health Corner

New Benefit For Retirees from Heart Scan Services



The DIA entered into a new agreement with HeartScan Services to identify early stages of heart, carotid (stroke), thyroid (nodules), and peripheral arterial disease (early diabetes and hypertension) with HeartScan's mobile on-site screening services or at their convenient locations. The DIA has negotiated discounted pricing for all DIA members and their families and **a new benefit contribution for our retirees**. The cardiovascular and thyroid nodule screening for our active members and their families is \$199 (normally the price is \$300). The cardiovascular and thyroid nodule screening for our retirees will be \$25, with the DEA paying the difference of \$174.

Recent clinical findings show an increase in thyroid cancer and heart disease for 9/11 responders.

Thyroid Nodule Screening ... is to identify nodules that are difficult to feel. National data indicates that thyroid cancer is the fastest increasing cancer in the United States. The cancer rate is soaring in New York police in the wake of 9/11.

Echocardiogram Screening ... looks at the size, shape and movement of the heart. Heart attacks are also a rising, deadly killer of police. Our data shows that 55% of retired members need follow-up medical attention pertaining to their hearts.

Carotid Artery Ultrasound ... can identify plaque in the carotid arteries which can lead to stroke. Strokes are the third leading disease affecting both men and women. On an average, one American dies from a stroke every four minutes.

ABI Index ... looks for peripheral arterial disease and early diabetes, and it identifies hypertension. 67 million American adults (approximately one in every three) have high blood pressure. Hypertension is extremely high amongst Law Enforcement Officers and increases their risk for heart disease and stroke.

HeartScan Services is HIPPA compliant and all results are **strictly confidential**. Designated screening locations throughout the Metropolitan and Long Island areas will be assigned. Please call HeartScan Services at **(866) 518-1112** to make your appointment.

Retirees — \$25 & Early Detection can save your life!

CANCER SCREENING WITH INNER IMAGING

Some things you should know.

Most cancers are caused by abnormalities in the genetic material of cells. This frequently occurs due to the effects of carcinogens such as tobacco, radiation, chemicals, infectious agents and the terrible mix of silica and the multiple contaminants from the World Trade Center collapse. A poor immune system will make one even more vulnerable to cancers. Given the number of hours our First Responders gave to this disaster, it is no surprise that so many have fallen victim to cancer.

Inner Imaging has worked with members of the police and fire departments and other First Responders for the last 13 years and we, too, have seen our share of patients with cancer. Our Body Scan screens for disease and has identified 105 diseases. We have also had 11 forms of cancer confirmed. The cost of our Body Scan is \$375.

The Cancers that have been confirmed using our Body Scan are:

- Thyroid Cancer
- Lung Cancers
- Liver Cancer
- Kidney Cancer
- Duodenal Cancer
- Prostate Cancer
- Stomach Cancer
- Uterus Cancer
- Small Bowel Cancer
- Colon Cancer
- Hair Cell Leukemia

Last year we introduced the first Cancer Screening Panel for police and other First Responders using biomarkers. It is named after Det. Corey Diaz (NYPD) who died of pancreatic cancer. The purpose of this blood panel is to look for markers that suggest cancer is present. We were able to convince GHI and Blue Cross Blue Shield to pay for this. The co-pay is \$20 if you have this coverage.

The Cancer Panel tests for the following:

- CA19-9, Serum (Proposed as a marker for Pancreatic Carcinoma)
- CEA (Measures a protein in the blood for certain kinds of Cancers)
- Alpha Fetoprotein (Tumor Marker)
- Amylase Serum (Acute Chronic Pancreatitis)
- CMP (Tests for Diabetes).
- GGT (Tests for three forms of liver disease)

Call Inner Imaging for an appointment or information 212-777-8900

Located at 307 East 63rd Street, New York, NY 10065

2015 MEMBERSHIP CARDS



2015 Membership Cards are included with the newsletter for Retirees. Active members already received theirs. Any Active member who did not receive one should contact their Trustee. Retirees who do not get one with their newsletter should contact President John Fleming.



SECURITY BREACH Cyber Safety Alert

UPDATE ON CYBER ATTACK

THE FOLLOWING LETTER IS FROM JOSEPH R. SWEDISH,
PRESIDENT AND CEO ANTHEM, INC.

Safeguarding your personal, financial and medical information is one of our top priorities, and because of that, we have state-of-the-art information security systems to protect your data. However, despite our efforts, Anthem was the target of a very sophisticated external cyber attack. These attackers gained unauthorized access to Anthem's IT system and have obtained personal information from our current and former members such as their names, birthdays, medical IDs/social security numbers, street addresses, email addresses and employment information, including income data. Based on what we know now, there is no evidence that credit card or medical information, such as claims, test results or diagnostic codes were targeted or compromised.

Once the attack was discovered, Anthem immediately made every effort to close the security vulnerability, contacted the FBI and began fully cooperating with their investigation. Anthem has also retained Mandiant, one of the world's leading cybersecurity firms, to evaluate our systems and identify solutions based on the evolving landscape.

Anthem's own associates' personal information – including my own – was accessed during this security breach. We join you in your concern and frustration, and I assure you that we are working around the clock to do everything we can to further secure your data.

Anthem will individually notify current and former members whose information has been accessed. We will provide credit monitoring and identity protection services free of charge so that those who have been affected can have peace of mind. We have created a dedicated website - www.AnthemFacts.com - where members can access information such as frequent questions and answers. We have also established a dedicated toll-free number that both current and former members can call if they have questions related to this incident. That number is: 1-877-263-7995. As we learn more, we will continually update this website and share that information with you.

I want to personally apologize to each of you for what has happened, as I know you expect us to protect your information. We will continue to do everything in our power to make our systems and security processes better and more secure, and hope that we can earn back your trust and confidence in Anthem.

WHAT HAPPENED?

Anthem, Inc. was the victim of a cyber attack. Anthem discovered that one of its database warehouses was experiencing a suspicious data query. We immediately stopped the query and launched an internal investigation. Anthem took immediate action to secure its data and contacted federal investigators as soon as it made that discovery.

WHEN AND HOW DID YOU DISCOVER THE ATTACK?

On January 27, 2015, an Anthem associate, a database administrator, discovered suspicious activity — a data query running using the associate's log-in information. He had not initiated the query and immediately stopped the query and alerted Anthem's Information Security department. It was discovered that log-in information for additional database administrators had been compromised.

On January 29, 2015, we determined that we were the victim of a sophisticated cyber attack. We notified federal law enforcement officials and shared the indicators of compromise with the HITRUST C3 (Cyber Threat Intelligence and Incident Coordination Center).

HOW MANY PEOPLE ARE IMPACTED?

Anthem is currently conducting an extensive IT Forensic Investigation to determine what members are impacted. We will provide additional details to our ASO clients as soon as it is available. Initial analysis indicates the attacker had access to information on

tens of millions of consumers. This includes Anthem's affiliated health plan members and other consumers within the Blue Cross Blue Shield system. Social Security numbers were included in only a subset of the universe of consumers that were impacted.

IS THERE INFORMATION ANTHEM CLIENTS AND CUSTOMERS CAN PROVIDE TO MEMBERS WHO ASK ABOUT THE ANTHEM CYBER ATTACK?

Anthem encourages anyone with questions to go to AnthemFacts.com or call the toll-free number 1.877.263.7995.

WHAT INFORMATION HAS BEEN COMPROMISED?

Initial investigation indicates that the member data accessed included names, member ID numbers, dates of birth, Social Security numbers, addresses, phone numbers, email addresses and employment information including income data.

WAS THERE ANY DIAGNOSIS OR TREATMENT DATA EXPOSED?

No, we do not believe any diagnosis or treatment data was exposed.

WHY SHOULD I TRUST YOU WITH MY EMPLOYEE'S DATA IN THE FUTURE?

Safeguarding our members' personal, financial and medical information is one of our top priorities, and because of that, we have a state-of-the-art information security system to protect the data. Anthem has contracted with Mandiant — a global company specializing in the investigation and resolution of cyber attacks. Anthem will work with Mandiant to ensure there are no further vulnerabilities and work to strengthen security.

WHAT MEASURES HAVE YOU TAKEN TO PROTECT AGAINST FURTHER CYBER ATTACKS?

Anthem Information Security has been working to eliminate any further vulnerability and secure all its data. Cyber attacks are continually evolving and cyber attackers are becoming increasingly sophisticated. We are also

working with federal law enforcement to attempt to ensure our environment is as secure as possible. Anthem's team of nearly 200 professionals has extensive technical and cyber security experience, and our Security Operations Center is staffed with a Detection Analysis and Response Team (DART) and a forensics lab that enables us to evaluate and thwart potential threats.

Security threats continue to evolve, raising the bar on the levels of security needed to respond to those threats. We continually assess our capabilities with third parties. We are HiTrust certified and have been considered an industry leader in many aspects of our security program.

As a result of the recent incident we are accelerating our efforts to introduce even more stringent security measures in 2015 to help ensure the security of our members' data. Our initiatives span several areas including:

- Implementing a complex, three tier multi-factor authentication process for all network and database administrator accounts.
- Enhancing and expanding our event logging capabilities for security and system logs.
- Enhancing security for end user convenience system access (Calendars, Contact Lists, Email) so that all access now requires two-factor authentication using a token.
- Enhancing our security monitoring capabilities by adding additional sensors and monitoring agents.
- Adding resources to our existing staff of 200.
- Investigating the use of encryption of data-at-rest for our existing databases.
- Expansion of existing DLP (Data Loss Prevention) technology.

WHAT ARE YOUR SECURITY PROTOCOLS? WHY DIDN'T THEY WORK?

The attack that occurred was highly sophisticated in nature. The attacker had a proficient understanding of the data platforms. The attacker utilized very sophisticated tools and methods in which to carry out the attack and took care to cover tracks by moving from server to server within the environment, often using a different compromised user ID each time they connected to a different server.

The Anthem associate who discovered the suspicious query activity followed appropriate protocol and immediately notified Information Security. Anthem immediately launched an investigation. Once Anthem determined it was a cyber attack, Anthem contacted federal investigators.

Anthem has changed passwords and secured the compromised database warehouse.

DO YOU RECOMMEND MEMBERS CHANGE THEIR PASSWORD ON THE SECURE MEMBER SITE?

While there is no evidence in our investigation to date to suggest that member information or credentials were compromised related to any of our Anthem websites, we always encourage our members and associates to frequently change personal passwords that are used to access sensitive data.

HOW WILL MEMBERS BE NOTIFIED THAT THEIR INFORMATION WAS IN THE DATABASE?

We are working around the clock to identify the members whose information was accessed. This work takes time, and while we are working as fast as we can, we also want to ensure we correctly identify everyone who is impacted by this attack. This work is being conducted simultaneously with the FBI and Mandiant investigations into the cyber attack.

WILL MEMBERS RECEIVE A LETTER IN THE MAIL FROM ANTHEM?

Yes, Anthem will begin to mail letters

ABOUT OUR MEMBERS

RETIREMENT PARTY

MANHATTAN DETECTIVES TERRANCE HAYES & THOMAS ARTINO

On January 29, 2015, a retirement party was held in Revel Restaurant for longtime Detective Investigators Terrance Hayes and Thomas Artino. Artino had 25 years of law enforcement service, while Hayes had 50 years. President John Fleming said the DIA wishes both members good luck in their retirements. Photos courtesy of Laura Badger, Manhattan DA's Office.



DI Terrance
Hayes and
President
John Fleming



Chief Walter
Alexander
and Thomas
Artino



Terrance
Hayes &
Chief Walter
Alexander



Manhattan Trustee Frank Connelly, Thomas Artino and Vice
President Jack Freck



Terrance Hayes, Frank Connelly and VP Jack Freck



RETIRED DETECTIVES OF NEW YORK CIGAR NIGHT

The Retired Detectives of New York held their annual Cigar Night 2015, giving members a chance to reunite and catch up on life's happenings. Vice President Jack Freck (left) and Rocco Galasso, new Supervisor Trustee pose for a photo, while Retired Manhattan Trustee Thomas Artino steps into the photo in the background.

LETTER TO THE EDITOR

NEW YORK POST

December 15, 2014

DETECTIVE INVESTIGATORS' ASSOCIATION DISTRICT ATTORNEYS' OFFICES - CITY OF NEW YORK, INC.

Post Office Box 130405 – New York, New York 10013

The unfortunate events in Ferguson, Cleveland, and New York City have dominated our public conversation on police policies and procedures since early August. These conversations, when done right, serve a purpose in society and are welcome and necessary to ensure that the social contract between our citizens and the men and women of law enforcement is clearly defined.

The principle mission of the police is the protection of life and property. This mandate is redefined from time to time by civilians, elected officials, and municipal commissions. Just as our governments broadened police mandates in the wake of a crisis, the recent deaths in Missouri, Cleveland, and New York will cause law enforcement leaders to pause.

Absent from this conversation is the realization that each day officers throughout this country have tens of thousands of interactions with the public. National research studies have shown that the use of force and deadly physical force by law enforcement remains below 1% of all interactions. These same studies categorize excessive force as "rare." This data does not diminish the recent loss of Mr. Brown or Mr. Garner but it is a critical anchor in any discussion of the role of police in our society. Without the understanding of these two facts in our public discourse no true solutions can be found to ease public fears. Today, the media has preoccupied their columns with racial unrest and talks of discrimination more in an effort to sell newspapers than better serve our communities.

In the months to come there will be talks of body-cameras, community policing, demilitarization, and federal oversight of police. The constant throughout this period will be that across this country, every day, men, and women, of all ethnicities and all ages will put a uniform on and patrol our streets, walk our alleyways, and continue putting their life on the line for our citizens without even a second thought. In these moments officers are called upon to make split-second decisions, often not knowing all the facts.

As a police officer for more than 20 years, I can attest that I have never met an officer who looked to do harm to a civilian, least of all take another's life. The unfortunate events which just occurred should inform our public conversation of the role the police play in our community. However, we would be doing a grave injustice to these men and women if we ignore their valuable service to the community.



SECURITY BREACH

Cyber Safety Alert

Continued from page 15

to all impacted current and former members in the coming weeks. Those letters will provide information on free identity repair services and credit monitoring. However, members can access these services now — they do not have to wait until they receive notification from Anthem. A copy of the letter is posted on AnthemFacts.com.

WILL ANTHEM SEND ME AN EMAIL WITH THIS INFORMATION?

Members who have provided e-mail addresses to Anthem and have opted in to receiving communications may receive an e-mail directing them to visit AnthemFacts.com to sign up for credit protection services. This e-mail is scheduled to be distributed the week of February 16. The email will contain the exact same language of the mailed letter and is available on AnthemFacts.com.

This email is being sent due to state notification requirements. It will not ask for personal information and will not contain a link to any websites other than AnthemFacts.com.

If members receive any emails regarding the Anthem Cyber Attack asking for personal information, or asking them to click on an unfamiliar link:

- DO NOT click on any links in email.
- DO NOT reply to the email or reach out to the senders in any way.
- DO NOT supply any information on the website that may open, if you have clicked on a link in an email.
- DO NOT open any attachments that arrive with email.

For more guidance on recognizing scam email, please visit the FTC website: www.consumer.ftc.gov/articles/0003-phishing.

IS ANTHEM PROVIDING CREDIT PROTECTION SERVICES?

Yes, Anthem is providing credit protection services, free of charge, for two years.

HOW CAN I ENROLL IN CREDIT PROTECTION SERVICES?

Identity theft repair services are available to Anthem members who feel they have experienced fraud. For members who have been impacted by the cyber attack, these services are automatically available and do not require enrollment. Please visit AnthemFacts.com to learn how to access these services. Members may also access identity repair services by calling 1.877.263.7995.

Credit monitoring services require a member to actively enroll because the member must provide their personal information and consent to have their credit monitored. Members can enroll at any time during the 24-month coverage period, and can learn how to sign up at AnthemFacts.com. Members who do not have access to the Internet may call 1.877.263.7995 for assistance.

WHAT TIMES CAN I CALL TO ENROLL IN CREDIT PROTECTION SERVICES?

Phone lines will be open from 9 a.m. to 9 p.m. ET Monday to Saturday. Spanish-speaking members may access information at AnthemInforma.com, or receive assistance in Spanish at 1.877.263.7995.

WHAT CREDIT PROTECTION SERVICES IS ANTHEM OFFERING?

The free identity protection services provided by Anthem include two years of:

- Identity Theft Repair Assistance: Should a member experience fraud, an investigator will do the work to recover financial losses, restore the member's credit, and ensure the member's identity is returned

to its proper condition. This assistance will cover any fraud that has occurred since the incident first began.

- Credit Monitoring: At no cost, members may also enroll in additional protections, including credit monitoring. Credit monitoring alerts consumers when banks and creditors use their identity to open new credit accounts.
- Child Identity Protection: Child-specific identity protection services will also be offered to any members with children insured through their Anthem plan.
- Identity theft insurance: For individuals who enroll, the company has arranged for \$1,000,000 in identity theft insurance, where allowed by law.
- Identity theft monitoring/fraud detection: For members who enroll, data such as credit card numbers, Social Security numbers and emails will be scanned against aggregated data sources maintained by top security researchers that contain stolen and compromised individual data, in order to look for any indication that the members' data has been compromised.
- Phone Alerts: Individuals who register for this service and provide their contact information will receive an alert when there is a notification from a credit bureau, or when it appears from identity theft monitoring activities that the individual's identity may be compromised.

WHY DO MEMBERS HAVE TO ENROLL IN CREDIT MONITORING SERVICES?

Credit monitoring services require a member to actively enroll because the member must provide their personal

information and consent to have their credit monitored. Members can enroll at any time during the 24 month coverage period, and can learn how to sign up at AnthemFacts.com. Members who do not have access to the Internet may call 1.877.263.7995 for assistance.

ARE MEMBERS AT RISK FOR IDENTITY THEFT?

Anthem is currently conducting an extensive IT Forensic Investigation to determine which members are impacted. We are not aware of any fraud that has occurred as a result of this incident against our members, but all impacted members will be eligible to receive identity repair assistance. Identity repair services

provide affected customers with a dedicated investigator to assist them with fraud-related issues arising from this incident.

DO MEMBERS NEED A NEW MEMBER ID CARD AND NUMBER?

No, their current member ID card and number are valid and will provide them access to care.

HAVE ALL ANTHEM OUTBOUND CALLS STOPPED? PEOPLE ARE VERY CONCERNED ALL CALLS ARE FRAUD. CLINICAL, VENDORS, ROBO CALLS, ETC.

No, we will continue to make outbound calls that are vital for our normal course of business, such as calls from our clinical staff to members who are enrolled in care management programs.

However, Anthem will not make outbound calls to members about the cyber attack, and will not ask members for their Social Security numbers, credit card or banking numbers with regard to the cyber attack.

Anthem will contact current and former members via mail delivered by the U.S. Postal Service about the cyber attack with specific information on how to enroll in credit monitoring. Affected members will receive free credit monitoring and identity protection services.

For more guidance on recognizing scam email, please visit the FTC website: www.consumer.ftc.gov/articles/0003-phishing

RETIREE NEWS

RETIREEE HR 218 PROGRAM



For those of you who do not know me, my name is Jim Diver and I have been the Union Trustee for Brooklyn since August 2003. I retired in February 2014, but stayed active within the Union since then. I was appointed as Retiree Trustee and as such, am available to answer any questions or address any concerns from current or future retirees. I have set up an email address in the hope of building a contact list of all retirees. The address is **retiredtrusteedia@gmail.com**. I ask all interested retirees to email me their contact information in order to build an accurate list.

Several recent retirees have contacted me with questions about our contract status. While I provided any information I had, President John Fleming addresses everything

concerning the contract in his meetings and newsletter. My function is to help in the transition from current employee to retiree, and to keep all retirees up to date with any developments and upcoming events.

One concern several members mentioned is their carry status in relation to HR 218. As a retiree, you can legally carry within New York State but should have a card indicating you qualified through a course of fire as directed under HR 218 for travel within the 48 continuous states. **Two ranges** that offer this course of fire are **Westside Rifle and Pistol Range** in NYC and **F-6 Labs** in Hicksville. The contact at Westside is Darren at 212.929.7287. They charge \$65 for one gun and \$100 for two. F-6 Labs runs a course of fire with a minimum of 10 shooters, reserving the first Monday of every month from 6 p.m. to 8 p.m. for qualifications. The instructors are Mike Smith and Jim Cavanagh, both active Southampton Town POs. The contact number for F-6 Labs is 516.470.1590 and their website is www.f-6labs.com. Their fee is \$110 for up to two guns.

I look forward to working with all our retirees. The DIA Executive Board is highly motivated to stay in touch with our retirees. All DIA products are available to our retirees and we encourage you to stay in touch.

9 Toxic Law Enforcement Bosses

Are They Destroying Morale and Motivation in Your Organization?

Safety is a hallmark of the law enforcement business. Yet, a substantial number of public safety officers consistently identify a toxic work environment as their greatest source of stress and threat. A large percentage of officers feel far more stress from their own supervision, than they do from simply doing their job. More than a few officers believe they have been victimized by those who are in charge at their own workplace.

In law enforcement circles, it is often said that threats from the street are potentially lethal, but that the threat from the enemy within is a far worse hazard to a law officer's health and well-being. The toxic boss plague, denied by many in leadership positions, is the elephant in the room for public safety. Almost to a person, law enforcement retirees will say that what they do not miss about the job are the politics, ineffective bosses, and management shenanigans.

Who is a Toxic Boss, and What Do They Do?

TOXIC BULLY

Bullying bosses inflict emotional (and sometimes physical) violence upon the target. Overly aggressive force is used to instill fear and influence the actions of co-workers and direct reports. Yelling, screaming, and out of control behavior causes work trauma that poisons the culture of an organization. The bully boss delights in humiliating, demoralizing, or embarrassing subordinates both publicly and privately. Caustic intimidation naturally creates anger, resentment, mistrust, and hostility.

Toxic Arrogant

The arrogant boss is autocratic, ignores input, and will frequently talk down to employees by making condescending remarks. Heavy doses of misguided vanity, pride, and sarcasm, fortify a rigid hierarchy that supports the belief that the arrogant boss has a right to expect allegiance to them as a person because of their inherent greatness. Consistently demeaning behavior highlights the inequality of an unbalanced workplace structure, thus constructing a tone of antagonism and disgust between those who are meant to be teammates. No-one likes to be talked down to as if they are lower than dirt.

Toxic Indecisive

Cautious and tentative, the paralysis by analysis, black hole manager, quickly loses

credibility amongst the people. U- Turns, outcome reversals, start and stop; change, change, change, decision making cause's disheartened ineffectualness. Management impediment becomes standard operating procedure. The indecisive boss is often a timid, hesitant decision-maker who likes to wait and see if more information will become available. These "blind follower" bosses give only safe and unobjectionable answers to questions. The result is that very little is actually accomplished. Because of the life and death nature of the job, the indecisive are arguably, the most dangerous toxic boss in the law enforcement business.

Toxic Incompetent

The mere fact that incompetent bosses make bad decisions that prove to be wrong more often than they are right, fuels decline in organizational performance. Employees see right through the anemic boss, and when the boss has no credibility, effective leadership is impossible. The entire operation sputters and stumbles its way straight toward uselessness. Officers find themselves in the unenviable position of being forced to act outside the parameters of management directives just to get the job done.

Toxic Micromanager

Micromanagers typically turn every task or assignment into laborious chores, overwhelming the average officer with heaps of useless drudgery and documentation. Nearly every action must be

approved and sanctioned by the supervisor. The “Don’t do anything until I get there” manager feels the need to make most decisions. Commonly they are heavy handed, highly critical, control freaks who impose ridiculous artificial deadlines. Excessive monitoring, and frequent correction of insignificant flaws (red pen monsters), fuel frustration and encourage sheep-like behavior from subordinates.

Toxic Untruthful Boss

Pinocchio bosses model behavior that can range from pathological lying, political deceit, lying for convenience, duplicity for personal gain, spinning the message, and dishonesty to cover their rear end. The untruthful are often good actors, charming and manipulative. These masters of embellishment will purposely mislead, cover-up, frequently change their story, and fabricate accomplishments. Those surrounded by supervisors who master verbal falsehoods will rightly ask themselves “Is this an organization worthy of my loyalty and affiliation?”

Toxic Corrupt Boss

Compromised bosses who engage in scurrilous behavior, OR who fail to make the difficult decisions that relate to subordinate misconduct, are underwriting entity corrosion. Morally bankrupt managers create a workplace that features corruption, cover-ups, denials, and other forms of unscrupulous activity. Deception causes the diminishing of worker integrity, and the unhealthy erosion of innermost trust. Personal and business

reliability can perish amongst a culture of distrust and dysfunction.

Toxic Suck-Up Boss

Agency imbalance and blatant favoritism fostered by the success of the suck-up, is likely to cause the wrong people to be put in powerful positions for all the wrong reasons. The suck-up boss tells management exactly what they want to hear. Two-faced bosses like to see which way the wind is blowing before they commit to any position. Constant insincere behavior is patently obvious to co-workers, and recognized by direct reports as a brazen attempt to gain favor with those who hold power. Sadly, the posterior kisser is frequently rewarded by his/her toxic boss, yet they are sowing seeds of disgust throughout the workplace.

Toxic Egghead Boss

An organization that is led by an egghead boss will often confuse credentials and degrees with competency. Many times the egghead boss lacks common sense, and over-relies on academic and hypothetical concepts. Theory replaces tangible results, and statistical proof of performance becomes the prototype that is used to verify agency success. Intelligence, critical thinking, decision-making ability, work ethic, maturity, wisdom, and personal discipline are but a few of the attributes that cannot be assessed by the accumulation of credentials and degrees.

How Does A Leader Mitigate the Threat Posed By Toxic Bosses?

The solution to the toxic boss threat is simple and straightforward. Consistently reward appropriate behavior, and unfailingly punish toxic behavior. Indeed, the answer to this dilemma is just this uncomplicated. The astute leader should ask themselves “what behavioral values are truly being rewarded in our workplace?” Are toxic bosses enjoying the fruits of their poisonous labor?

Force, threat, and intimidation are the gold standards of toxic management. Professionals know how to coach, mentor, correct deficiencies, and enforce standards of success without being rude hostile jerks. Great leaders combine dignity and decency with order, prerogative, and governance. Civility, tact, and gracefulness are sophisticated leadership skills that facilitate greater employee pride, self-respect, purpose in our work, and enhancement of our product.

It is our solemn duty as leaders to diminish or eliminate the toxic management practices that combine to form the enemy from within law enforcement. Albert Einstein once said “What is right is not always popular, and what is popular is not always right.” Malicious, discourteous, discriminatory, or deliberately hurtful behavior towards law enforcement officers by their bosses should never be acceptable.

Captain Steve Neal (Ret.) served as a law enforcement officer in Virginia for 29 years. During his tenure he was fortunate to experience a wide range of assignments which included Uniform Operations, Criminal Investigations, Covert Operations, Director of the Emergency Communications Center, Director of Training, Support Services Commander, and Inspector for the Office of Professional Standards. Co-founder and partner of the Leatherman & Neal public safety consulting team, Steve enjoys providing leadership training for peace officers. In addition to his consultancy, he currently works as a media contributor; furnishing analysis, consultation, and crime commentary for television broadcasters. Steve Neal is the author of a great new book Toxic Boss Blues. www.ToxicBossBlues.com

— Reprinted from: lawenforcementtoday.com

LETTER FROM DIA TO DA ROB JOHNSON



JOHN M. FLEMING
President

JOHN FRECK
Vice President

Sam Ahbout
Secretary- Treasurer

DETECTIVE INVESTIGATORS' ASSOCIATION **DISTRICT ATTORNEYS' OFFICES - CITY OF NEW YORK, INC.**

Mr. Robert T. Johnson
District Attorney – Bronx County
198 East 161st street
Bronx, NY 10451

February 4, 2015

Dear Mr. Johnson:

I have been asked by the Detective Investigators of Bronx County to write to you to bring to your attention serious issues which have resulted in a complete breakdown of labor – management relations in the detective investigators bureau. This is the second time I write regarding these issues.

Since the conditions have only gotten worse I have asked our lawyers to address this matter with the Commissioner of Labor Relations; a meeting is being scheduled as of this writing. As a result of bad management in the bureau more detectives are leaving, in some cases to other District Attorney's Offices. When I speak with your detectives I see pervasive and significant job stress. They mention how administrators have created a climate of fear in an attempt to control the detectives. They question the termination of William Qualls who was found to have suffered a work related illness by the State Workers Compensation Board., or how Tom Leahy and Frank Chiara could treat Alex Matos in the manner they did. They want to know why more training is not available and resources such as cars are so limited. There exists a certain ambiguity regarding how such resources are dispatched. That troubles the detectives who tell me they do not have the proper resources to get the job done effectively.

Administrators have also interfered with union representatives as they try to conduct union business. Such conduct will not be tolerated by the DIA.

As the District Attorney I believe you need to address these matters head on. You need to speak with them and listen to their complaints. I suggest a meeting with them where the Chief, Tom Leahy and Arthur Simmons are not present. Their presence would only inhibit a true dialogue.

I also want to stress that these issues are separate and apart from any contract talks and only deal with issues within Bronx County.

Very truly yours,

John M Fleming



Member Letters

PROJECT 10-CODE

My name is Marco Conelli. I am a retired NYPD Detective and current mystery author. I wanted to tell you about a project I am happy to be part of, 10-CODE.

A first-ever collection of 10 stories by 10 real-life cops honoring brother & sister Officers who've paid the ultimate sacrifice. These original works of fiction explore the genres of Police Procedural/Suspense/Mystery/Thriller/Hard-boiled/Noir/and Romantic Suspense. Each author has dedicated their story in the name of a friend who paid the ultimate sacrifice. All proceeds of this anthology benefit the National Law Enforcement Officers Memorial Fund: National Law Enforcement Officers Memorial Fund

RESPONSE FROM BRONX DA



OFFICE OF THE DISTRICT ATTORNEY, Bronx County

ROBERT T. JOHNSON
District Attorney

ANTHONY GIRESE
Counsel to the District Attorney

198 East 161st Street
Bronx, New York 10451

(718) 590-2175

John M. Fleming
President
Detective Investigator's Association
District Attorneys' Offices - City of New York
P.O. Box 13405
New York, NY 10013

February 17, 2015

Dear Mr. Fleming:

This responds to your letter of February 4 to District Attorney Robert T. Johnson. In that letter, you allege that there is what you characterize as "a complete breakdown of labor management relations" between our office and your members.

Nothing could be further from the truth. Our administrators and Chief Chiara have addressed the issues raised in your letter, and your suggestion that Executive Assistant District Attorney Thomas Leahy, Chief Chiara, and Deputy Administrative Chief Arthur Simmons be actually excluded from a meeting with your members hardly seems like a strategy designed to enhance relations and communications. Nor is it clear that your members want such a meeting.

The specific issues you raise have been dealt with in what we believe to be a fair manner, and we are unaware of any interference with union business. If you have other substantive complaints, please feel free to express them.

The 10-CODE project came about in September of 2014. Being an annual instructor at the Writer's Police Academy, I had the pleasure last year of meeting L. Scott Silverii, Chief of Thibodaux Police Department, Robin Burcell, Retired Detective Los Angeles Police Department, as well as Michael A. Black, Retired Police Officer, Chicago PD. We were all sharing our experiences with budding authors in the crime writing genre. Amazed at how many cops were successful crime writers, Chief Silverii saw the potential to raise money and awareness for the NLEOM, which honors federal, state, and local law enforcement officers who made the ultimate sacrifice for the safety and protection of our nation and its people. The result was 10-CODE, cop fiction at its best.

As the 10-CODE project was being developed, the news headlines became consumed with the murder of NYPD Officers Wenjian Liu and Rafael Ramos. The reality of the 10-CODE project and what it stood for became that much more important. Having been released last week, we are pleased with the success of 10-CODE. On behalf of the authors, and representing New York, I was wondering if you would be interested in receiving a copy and helping us spread the word about this great project.

DIA REPORT



Detective Investigators' Association
District Attorneys' Offices — City of New York
PO Box 130405 • New York, NY 10013

First Class Mail
U.S. Postage
PAID
Albany, NY
Permit #370

COINS & MEDALS



Retirement Shield

The DIA is proud to announce that we have secured an arrangement with Minuteman Press to offer a commemorate retirement shield to any detective investigator who retired in good standing. The cost of the shield is \$30 and will contain your shield number. All orders will go through retiree delegate Jim Diver.



DIA Challenge Coin

New DIA challenge coin. \$10, all proceeds go to the DIA Foundation. See your Trustee to place an order.