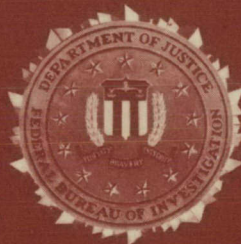


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J. Edgar Hoover, Director

FBI Law Enforcement Bulletin

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United States Department of Justice
Federal Bureau of Investigation
Washington 25, D. C.

September 1, 1959

TO ALL LAW ENFORCEMENT OFFICIALS:

It is a strange fact that many Americans have a detached attitude toward crime. They are seldom concerned with the plight of their neighbors who have been victimized by vicious criminals or the tremendous responsibility of the local law enforcement officer who is this Nation's first line of defense against the predators of our society. Too often brutal crimes arouse only the emotions of morbid curiosity or mild sympathy for the victims instead of indignation and concerted action against lawbreakers whose greed for easy living is matched only by their utter contempt for human life and rights.

From September 27 through October 1, 1959, the International Association of Chiefs of Police will hold its annual convention in New York City. Doubtlessly, many citizens will not give thought to the full import of the occasion. But every law-abiding American citizen should look upon this series of meetings with the same fervent interest with which he views other conferences affecting his Nation's security, for here is truly a "summit meeting" of local law enforcement.

This dedicated body of men does not want glory or publicity--they seek only the best means of combating the thief, the robber and the murderer--the scourges of an internally peaceful America.

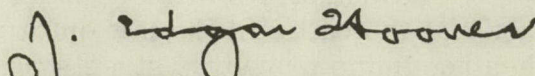
This country's citizens must awaken to the fact that the war on crime is not just the battle of the law enforcement officer. Every citizen has a stake when hoodlums prowl the streets brazenly committing atrocities which appall even veteran police officers. No one is immune from the attacks of depraved murderers, robbers, sex offenders and kidnapers. Statistics reflect that crime last year increased a shocking 9.3 per cent to reach a figure never before seen in recorded crime history in this Nation. This fact alone is proof enough that some areas of our country are a veritable "no man's land" where crime is ever lurking. Our local law enforcement officers are a small patrol when compared with the army of lawbreakers roaming America. Often the law enforcement officer's battle is a lonely one; too frequently the citizens who should be his allies are indifferent and apathetic.

I have been repeatedly shocked recently by the alarming number of instances reported from throughout the country in which local law enforcement officers have been mercilessly gunned down by hoodlums. The fear of becoming what they term a "cop killer" is apparently passe in the underworld. Once this sobriquet caused the killer to be shunned by his own kind. Today, he is acceptable in criminal dens and draws only passing scorn from the public. This killer must again be branded for what he is-- a wanton beast. An outraged and outspoken public can reverse this trend of contempt for police officers by demanding that these callous murderers be made to suffer the maximum penalty under the law. Relentless pursuit must be followed by swift, vigorous prosecution and pitiless sentencing in the courts.

Anything less encourages others of their ilk, and no American will be safe for a criminal who will shoot down a trained, armed police officer would not hesitate to take the life of a private citizen.

When the local policeman, the public's defender, is himself protected by the citizens he serves, then will criminals learn that law and order in this Nation will never give way to the gunmen of the underworld.

Very truly yours,


John Edgar Hoover
Director



FEATURE ARTICLE

Making Police Work a Career Service Adds to Incentive

by STEPHEN P. KENNEDY, *Commissioner of Police,
New York, N.Y.*

The significance of the police officer in our society lies in the unique trust that the people place in him. They have delegated to him the responsibility for the enforcement of the criminal law as well as the safeguarding of their liberties.

The people, through their elected representatives, have promulgated laws, one of the purposes of which is to create order in society. Without order there can be no peace, whether it be peace of mind or peace among nations. As custodians of the law, peace officers, insofar as possible, maintain order in society.

The responsibilities are great; the rewards, unfortunately, are not commensurate. There are particular responsibilities but no special privileges. The guardians of the law are not exempt from the law. On the contrary, it is expected that they be more meticulous in observing the law than their fellow citizens.

In devising laws, the people voluntarily give up some of their individual liberties in the interest of general welfare. Similarly, upon entering public service, the police officer also is expected to yield certain liberties which he enjoyed as a private citizen. He becomes subject, voluntarily, to a strict code of discipline and ethics. Actions which might be permissible in civil life may be prohibited in the professional life of the police officer.

Appointment as a peace officer is not a right—it is a privilege. It is a privilege, moreover, of which the officer must make himself worthy. Consistent self-discipline and constant training are required to maintain worthiness of this privilege. He must be carefully selected and intensively trained with one purpose in view—to serve all the people of the community well. Inadequate or indifferent service will not suffice; the police service which he renders must consistently meet a high standard of performance or he should be weeded out.

It is sometimes difficult to convey to the public our aims and standards in police service. Busi-

nessmen, for example, appear to be under the illusion that the requirements of public service are somehow less demanding than those of private industry.

I recall, in particular, a prominent industrialist who asked me to reconsider the case of a candidate for patrolman who had been eliminated in the screening process on the basis of his employment record. The industrialist, a former employer of the rejected candidate, attested to the honesty and integrity of the man. "What about his intelligence and ability?" I asked. "Wasn't this man discharged from your firm for incompetence?" "Yes, but this is different . . ." the businessman replied.

It was necessary to restate the matter more concretely. I asked my friend to reconsider his



Police Commissioner Stephen P. Kennedy.

values: Did the authority to deprive criminal suspects of their liberties and to take summary action involving the use of force, even extreme force—did this authority require less ability than employment in a menial capacity in his industrial organization? Was a man whom he considered incompetent in civilian enterprise to be considered capable of exercising good judgment in making decisions that involve the civil rights, the reputation, and even the liberty of a citizen simply because he was a person of integrity?

Fortunately, the attitude which I have described here is rapidly giving way to the recognition of the police officer as a person whose duties require extensive training and a number of highly developed skills. For the efficient performance of the modern policeman's duties, an impressive body of knowledge must be added to a high sense of ethical conduct and integrity.

The idea of professionalizing law enforcement agencies has been broached for only a few decades. This is a program for the development in the police service of careers taken up in early manhood with the expectation of advancement until retirement.

Selectivity Needed

The first hurdle that must be cleared in any such program is the need for greater selectivity in the police service. Here, inevitably, the heavy hand of political activity on one side, and the sometimes inflexible hand of Civil Service law on the other, impede the police administrator.

The introduction of a police career system will deprive the purely politically minded of the tools with which he operates: namely, jobs and favoritism. But to the elected official with a capacity for statesmanlike leadership, the career service is a boon, since it places public service on a higher plane than special privilege. This has proved to be the case in New York City, with the active, enthusiastic, and farsighted support of Mayor Robert F. Wagner.

Sometimes the law, in its desire to equalize opportunities and "keep the rascals out," has discouraged all but mediocrities from entrance into public service. Where the recruitment of candidates for the police service is the responsibility of some other department, which also establishes the requirements and conducts the examinations, close liaison between both departments is a prime requisite for the appointment of satisfactory recruits.

The examining agency requires the aid and advice of the police agency to interpret to it the police department's needs in terms of the caliber of personnel required.

Two criticisms leveled at current recruitment methods by some experts in the field are: (1) they do not assure that the best qualified applicants will be declared eligible for original appointment or for subsequent promotion; (2) they are geared primarily in favor of the interests of the jobseeker at the expense of the interests of the police department and the people of the community. There should be a community of interests in this matter, since the elimination of the unfit is necessary for the general benefit of society.

Ultimately, the examining agency is interested in producing a list of candidates possessing basic qualifications—not necessarily the most qualified candidates for a police department, but only enough names to fill vacancies that may arise over a period of several years. The better practice would seem to be to have a police department, free from political considerations, choose its candidates by its own examinations under the supervision of a civil service commission.

Psychological testing and other types of personnel evaluation should be explored. By the adoption of a valid test, candidates who are overly aggressive and truculent by nature may be detected and eliminated. The time between promotional examinations should be decreased.

In the Police Department of the city of New York, by the time appointment is reached, only 10 to 15 percent of the young men who originally filed applications for the basic patrolman's examination have survived the preliminary screening process. The pursuit of excellence continues after the new recruit becomes a sworn member of the department. He must pass academic, physical, and firearms examinations conducted by the Police Academy. Failure in any phase of the 6-month training period should result in dismissal. Each recruit should be carefully evaluated by his instructors while at the academy and during the remainder of his probationary period.

An evaluation of a probationer's performance and his general worth to a police department requires the sharpest observation by supervising officers. Skillful reporting and appraisal of significant incidents involving the probationer are necessary. Standards of performance should be established. Obviously, sufficient time must be

provided during which appraisals may be made. For these reasons some police administrators advocate a probationary period of 2 years or more.

If the probationary patrolman has failed his examinations or has not measured up in his field performance to recommended standards of professional law enforcement, he should be terminated at the end of his probation. In the pursuit of excellence, however, the selection process is never really completed. The officer's entire career should be under the constant scrutiny of discerning administrators. Assignments should be based on qualifications and meritorious performance. Promotions should be earned through study and self-development to improve executive capacity.

The fortunate young man who earns appointment to the modern police department should be able to anticipate a rewarding career with many opportunities for advancement and professional education and training while earning a substantial wage. This is imperative since police departments are competing with private industry for the services of the most capable young men. Entrance wages, promotional opportunities, and fringe benefits may often provide the necessary incentive.

Salaries

The entrance salary in New York City, as of January 1, 1960, will be \$4,800, with annual increases to a maximum, at the end of 3 years, of \$6,181, plus \$125 uniform allowance. This is not the highest police salary in the Nation, but it is

interesting to note that in recent years the average annual salary accepted by male liberal arts graduates of universities in the New York area has been less than that paid to recruits studying in our Police Academy.

The professional development of the newly appointed officer in New York City begins in the Police Academy. He is taught the basic knowledge, attitudes, and skills required of every policeman. The 6-month recruit course includes 260 hours of academic instruction, 192 hours of physical education, 62 hours of firearms training, and 396 hours of field duty training in patrol, detective, and safety duty assignments. At the end of each training period, a critique is held in which the student's performance is evaluated.

The Academic Instruction phase includes Police Science, Methods and Techniques, Government, Law, the Police in Community Life, and the Academy Laboratory. The workshop approach to instruction is emphasized with student participation occupying an increasingly important role.

Human relations are stressed throughout the course. Tensions in heterogeneous communities, police-public relationships, problems of minority groups, ethnic implications, analysis of prejudice and discrimination, intergroup relations, and group dynamics are among the topics that are studied in this phase of instruction.

Upon successfully completing the recruit training program, the young patrolman receives 10 college credits in the Police Science Program conducted jointly by the Police Academy and the



Recruit Training—Police duties at the scene of a homicide.



Recruit Training—Investigation at motor vehicle accident scene.

Baruch School of Business and Public Administration which is part of the City College of New York. The new officer is thereby stimulated to continue his police-oriented college education to earn an associate degree in police science, a baccalaureate with a specialization in police science. If he is already a college graduate, he may pursue courses leading to a degree in master of public administration with a major in police science.

Many Seek Degrees

More than 1,200 members of the force of all ranks are currently studying for these degrees on off-duty time. The student schedules are tailored to meet the changing shifts of the official duty charts. All police science subjects are taught by members of the Police Department, and these courses are offered to the officer-student free of charge. Thus, he receives, in effect, a partial college scholarship. If he qualifies for matriculation in the baccalaureate program, all courses are then tuition free and he possesses the equivalent of a 4-year college scholarship. In order to assist those officers who do not matriculate in the baccalaureate program, we have established the police scholarship fund. Public-spirited individuals, institutions, foundations, and Police Department line organizations have contributed scholarship aid with a total value of nearly \$100,000.

When recruits graduate from the Police Academy, they are assigned to precincts where superior officers provide necessary guidance and supervision. In these "busy shops" the young officer has maximum opportunity to experience the demands of his vocation. He is supervised closely, not only to assure proficiency in the discharge of his duties but also to determine his aptitude for special assignments.

In a large police department there are many specialized divisions and units which are constantly seeking officers with special aptitudes or unusual qualifications. The young officer who, by virtue of his demonstrated ability and meritorious service, is found to be qualified for assignment to the detective division, plainclothes, or accident investigations or any other special assignment, should receive an inservice course designed to indoctrinate and orient him in the selected specialization. In any event, like every other member of the force, he will return to the Police Academy for 3 days each year for refresher train-

ing. He will be brought up to date on matters of current importance, new procedures, laws, and techniques. He will also be required at regular intervals to practice and demonstrate his proficiency with firearms.

Outside training facilities are used extensively by the department: the Retraining Sessions and the specialized courses offered by the FBI, the Northwestern Traffic Institute, Michigan State University, the Southern Police Institute, and regular courses offered by local educational institutions in criminal law, law of evidence, physical evidence, investigative methods, and the various courses given by public administration departments of the universities. Local educational institutions are encouraged to provide advanced courses suitable for the student of police science.

Promotions

Patrolmen and detectives are eligible for promotion by competitive examinations successively to the rank of sergeant, lieutenant, and captain. The Police Academy Career Development Course each week attracts as many as a thousand students who attend during their off-duty time. After reaching the rank of captain, the officer may be selected and designated by the Police Commissioner as a deputy inspector, inspector, deputy chief inspector, assistant chief inspector, chief of staff, chief of detectives, or chief inspector.

While passing the civil service examination is required in order to be considered for promotion in the rank up to captain, actual promotion depends also upon the record and performance of the officer. Acts of heroism, intelligent devotion to duty, and years of satisfactory service contribute to the officer's standing on the civil service promotion list. On the other hand, conviction in the department trial room of disciplinary infractions lowers the officer's list standing and thereby delays the date of his civil service certification for promotion. Also, the Police Commissioner may, in the exercise of his discretion, refuse to promote a member of the force even though he has passed a promotional examination.

In order to encourage members of the department to participate in Police Science Programs, I hope to be able to provide credit for the successful completion of courses as an additional factor in determining the rating for record and performance. The association of the police department

with the Baruch School of the City College of New York affords every member of the force an excellent opportunity to earn a college degree.

In the selection of personnel to fill the ranks above captain, administrative knowledge, managerial ability, and executive capacity are given special consideration. The assignments of these officers are rotated to provide well-rounded experience in all branches of the department. In this way, the danger of overspecialization is obviated, and the broad, general administrative background is developed. The units in which these men serve benefit from interchange of ideas and infusion of new enthusiasm.

Nearly all of our high-ranking officers have voluntarily attended a course on Executive Development conducted by the Police Academy. Here the student participates in the examination and critical appraisal of modern organization and management techniques as they apply to commanding officers of police units. The relation of the management process to police administrative problems is treated. The tasks, methods, and relationships involved in managing or organizing police units are discussed as well as the role of superior police officers in making command decisions.

Many of our high-ranking officers are graduates of the FBI National Academy. The performance of these ranking officers in a variety of operational, staff, and administrative positions is carefully evaluated. At the same time, consideration is given to the degree of their professional development and their educational records. Thus, ranking officers are provided a concrete program of recognition for meritorious service and a definite system of advancement to the higher echelons, just as those in the lower ranks have a well-charted course to follow in the journey up the ladder of promotion and success.

Benefits Outweigh Costs

Programs of this nature may appear to be a costly solution to the problems of police service. The significance of these costs, however, must depend on our sense of civic values. A short time ago, Mr. J. Edgar Hoover summed up the problem in these words:

The strong hometown police agency and the dedicated police officer on the beat are vital commodities without which no community can preserve or protect its resources

and residents. If the importance of adequate local policing is to be put on a strict dollar-and-cents basis, assuredly the prime consideration must be the value of the citizen lives and safety entrusted to police agencies.

The question is not whether effective local law enforcement is worth the modern cost. It is now imperative that each locality in the Nation decide whether it can afford the dangerous cost of less than a fully manned, well-equipped, properly trained local police agency.

The young man who today is entering on a career in law enforcement can be assured of a well-rounded and interesting career. He can go as high up the administrative ladder as his merits and industry permit. I, and many of my contemporaries, can look back over the span of 30 years to the time when we first entered police service. Our hopes and expectations were high, but the horizon then was no broader and no brighter than that which meets the eyes of the young officer today.

He should prepare himself to be equal to what lies beyond that horizon—prepare not only his mind by a consistent, planned program of study, but equip himself spiritually, mentally, and physically, as well, to meet the challenges which the

(Continued on inside back cover)

IAI PRESENTS AWARD TO DIRECTOR OF FBI

On July 8, 1959, the first John A. Dondero Memorial Plaque award of the International Association for Identification (IAI) was presented to Director J. Edgar Hoover of the FBI by Mr. Edward J. Moellering, President of the Association and Superintendent of the Identification Bureau of the Houston, Tex., Police Department.

Accepting the award for Mr. Hoover at the annual conference of the Association in Pittsburgh, Pa., was Assistant Director C. Lester Trotter, head of the FBI's Identification Division. This award will be presented annually to a member of the IAI who has made the most significant contribution during the year in the field of identification.

Mr. Moellering stated that Mr. Hoover, a lifelong member of the IAI, "through his unselfish devotion to the law enforcement profession has been one of the motivating forces in improving the caliber of law enforcement, has raised the standards of the profession, and has aided each and every one of us in the field of identification."



Tucson Uses New Police Personnel Selection Methods

by CAPT. PAUL H. BOHARDT, *Administrative Assistant to the Chief, Tucson, Ariz., Police Department*

When I left Washington, D.C., and the 60th session of the FBI National Academy in November of 1957, I brought back to Tucson a conviction that was already shared by Chief of Police Bernard L. Garmire, also a graduate of the National Academy. In our many chats after my return we spoke often of a problem that was slowly choking off the lifeblood of our department—loss of its manpower. We both saw the necessity for prompt corrective action.

A close review of the record showed that for the previous 5 years the turnover in the department had resulted in an average loss of 30 percent of our personnel annually. How to bring a stop to this waste of time, effort and needless expenditure of thousands of dollars of the taxpayers' money seemed to be the paramount problem in the administration of the department. Attendant upon



Capt. Paul H. Bohardt.

this problem was a lack of morale among the more experienced officers and supervisors who were weary of continuously "breaking in" new men.

Analysis of the problem revealed that the department was losing men at this alarming rate simply because many who were employed did not have the inclination, desire, or ability to become police officers in the first instance and that some system of selection must be instituted to insure that personnel employed would sincerely want to make law enforcement a career and would have the ability to do so.

The existing methods of selecting personnel were reviewed and showed that all that was required of a police applicant was that he be between the ages of 21 and 32, that he possess a high school education or its equivalent, that he possess the necessary physical standards of height and weight, that he not have been convicted of any felonious criminal charge, and that he pass a relatively simple police aptitude written examination. After being placed on an eligible list, he was then presented to the chief of police as certified and ready to go to work as a recruit—subject, of course, to a routine medical examination given by an overworked city-county doctor.

It was evident from the initial study of the situation that selection of police personnel was a joint responsibility of the department and of the city's personnel director. To institute any innovations in methods of selection would require the assistance and cooperation of that official. He concurred that the problem was acute and stated that he was both willing and eager to do everything in his power to bring to a stop the rapid turnover of police manpower in Tucson's rapidly growing community.

From the numerous conferences held, the following became evident:

1. It is essential that a police department recruit into its ranks only the most competent personnel available.

2. Police officers must be above average in intelligence, strength, and moral character.

3. A police department must recruit personnel capable of performing difficult and hazardous tasks.

4. The existing police salaries were such that the department could not effectively compete with business and industry to obtain the best personnel possible.

5. The status of the department during the next 25 years would be determined largely by the applicant screening process employed.

6. It is better to have no policeman than to have one unfit for the work.

7. All doubts concerning the suitability of an applicant must be resolved in favor of the police department.

8. It should be assured that all relevant facts concerning the applicant's fitness for police service are disclosed prior to the appointment.

Now, after 15 months of a slowly evolving trial-and-error period, a new pattern has materialized.

We have every confidence that this new pattern will result in more valuable new police officers and higher morale.

Intelligence Test

Every candidate desirous of being a police officer is ushered to the city personnel department where he is given a cursory interview as to his basic minimum qualifications. If he is 21 to 32 years of age, has a high school education, is at least 5 feet 9 inches tall in his stocking feet and not over 6 feet 4 inches in height, he is informed that he can qualify to be initiated into the processing system. Residence requirements have been discontinued for employment. No attempt is made at this time by the personnel director or his assistant to delve into the man's background or determine the candidate's reasons or motivation towards a police career. The applicant is given the Otis Self-Administering Test of Mental Ability. The Otis test was chosen because it takes less time to administer, is less academic in content and has been standardized on an adequate sample. The test itself is inexpensive, costing but 5 cents per copy. Thirty minutes are allowed for the testing. It is graded within a minute's time and if the applicant achieves a score of 105 or better, he is passed to the next step of the selection process. Although the required grade of 105 is relatively

modest, it was discovered that 50 percent of the applicants do not get over this initial hurdle. It was agreed that, although the department was not seeking geniuses, those passing this test should exhibit better than average intelligence in order to assimilate the training and experiences of police service in the years to come.

Personality

The second test that is required of the applicant is the Personality Factor Test. In deciding upon this test, help was sought from industrial sources who were quizzed as to the methods employed by them in testing prospective employees for personality and emotional stability. A suitable test prepared by a research professor in psychology was furnished the department by an industrial psychologist and consultant, a part-time resident of Tucson who gladly cooperated with the department in this venture. The test measures 16 personality factors of the applicant—participating, quick, mature, dominant, enthusiastic, consistent, adventurous, tough-minded, trustful, conventional, sophisticated, self-confident, liberal, self-sufficient, controlled and stable. It is simple to administer, consumes approximately one-half hour to take and costs approximately 40 cents a copy if purchased in



Chief Bernard L. Garmire.

quantities. The test has a "built in" lie factor that assures the tester that truthful answers are given by the person being tested.

The candidate is measured by comparing him with the present personnel of the department. Fifty of the outstanding patrolmen were given the Personality Factor Test and a norm for the group was set. Unless the applicant measures up to the norm established he is separated from further consideration. There is considerable leeway allowed at the present time because of the feeling that, until several hundred applicants have taken the test and have worked as police officers successfully for some period of time, this test as a medium for selection of police officers must bear further scrutiny. It has been found that 1 out of every 10 applicants submitting to the test is unacceptable by the standards in effect at the present time.

Initial Interview

After the candidate has successfully passed the aforementioned two written tests, he is given a referral slip by the personnel director attesting to this fact and sent to the administrative assistant for an initial interview. About an hour is consumed with each candidate. All basic information is taken from the applicant: his place of abode, marital status, whether he is a veteran, if he has ever been arrested on criminal charges or cited for traffic violations, his amount of formal education, the condition of his credit and finances. Each of these categories is pursued and the applicant is encouraged to talk about himself concerning these things. Many times the securing of this information results in the termination of the interview because of unsavory facts brought to light.

During the second section of the interview, the applicant is told about the remaining steps of the selection process. He is informed that the way to a police officer's position is long and hard; that he will be required to fill out an extensive questionnaire; that his background will be thoroughly checked; that he will be printed and photographed and his prints sent to the FBI; that he will be subjected to a lie detector, or polygraph test, with particular emphasis placed on his personal life and habits; that he will be called before a police oral board and then, and only then, providing he has passed these tests, will he be given a formal application for a patrolman's job. It is

pointed out that he will be required to pass the formal civil-service written exam and a rigid physical examination.

The third section of the interview consists of giving the applicant all the information possible about a police officer's job: hours, rotation of shifts, starting pay, pay step increases, protection on and off the job for the officer and his family, vacation and sick leave provisions and requirements for promotion.

Next is the fourth and final step of the interview. It is here that the challenge is given—the applicant's sense of adventurous and pioneering urge is appealed to. He is told that if he is the type of man that cannot stand discipline, he will not like our department; he is told that if he likes to patronize bars and spend his night off swapping yarns with a bartender, he will not last with our department; and finally, if he is not willing to place his personal life in a fishbowl for the next 25 years, he had better look elsewhere for we are looking for men who are ready and willing to dedicate their lives to police service in return for the reward of knowing that they have made a better community for themselves, their children and their neighbors to live in.

The applicant is then encouraged to ask any questions he might have about the police service. These are answered very frankly so that no misunderstanding can result. He is then sent on his way with instructions that if he is still desirous of being a police officer, to be back at 8 a.m. the following day. If married, he is encouraged to talk it over with his wife. This allows him time to really think about his decision and to withdraw gracefully if he knows that there are things in his background which are going to preclude him from being selected. Statistics show that approximately 21 percent of the applicants do not return for the remainder of the processing.

Questionnaire

Upon his return the following day, the applicant is furnished a comprehensive questionnaire to fill out. This consists of 120 questions regarding all pertinent personal background. Any omissions or falsifications of the material asked in the form result in elimination of the prospective recruit. Using the references and information furnished by the questionnaire, approximately 12 to 15 letters are dispatched as soon as the form has been completed by the applicant and notarized by de-

partmental notaries. Correspondence is always sent to:

1. Schools attended by the applicant.
2. Employers for whom the candidate states he worked.
3. Credit references furnished by the applicant where he has formerly resided.
4. Personal references the applicant has listed as having known for a period of 5 years or more, exclusive of relatives.
5. Any and all arrests and citations listed by the applicant are thoroughly checked out with the police department involved. It has been found that many times the candidate will list the fact that he was arrested but is prone to minimize the charges and circumstances surrounding the case.

Fingerprinting and Photos

As soon as the applicant has completed his questionnaire and it has been checked over carefully, he is ushered to the I.D. Section where he is fingerprinted, "mugged" and required to fill out a comprehensive descriptive supplement which lists many facts about him and his family not covered by the questionnaire. The applicant is then informed that he will be contacted in approximately 10 days if his background check is favorable and that the next step in the processing will be the polygraph test.

Polygraph Examination

This department is convinced of the merits of a thorough lie detector test for all recruit candidates. After 15 months of experience in this area, a look at the results is both revealing and rewarding. Applicants have been screened out who, had they been accepted for employment, would have been a source of trouble and embarrassment to the department. It has been found that the value of the polygraph and its operation is the ability to detect the attempts at deception and to uncover a multitude of undetected crimes such as thievery, homosexuality, emotional instability and attempts to hide physical disabilities or ailments and any omissions and false statements made on the official police questionnaire.

Some 300 polygraph examinations have been given and all tests have resulted in either the candidate's receiving a "clean bill of health" from the operator or in verbal confessions or admission of undetected crimes or personal habits which pre-

cluded the applicant from further consideration. Approximately 20 percent of those tested have been found unacceptable.

A two-phase portable Stoelting Deceptograph has been employed by the department with the operator trained at the University of California at Berkeley. This course covers 6 weeks of clinical psychiatry, semantics, and the techniques of operation of the polygraph. Police officers may be enrolled for the 6-week session for a relatively small registration fee. Any small department with experienced interrogation officers may find this course will pay off with unusually high benefits.

Agility Test

Upon "successful" completion of the polygraph test, the next hurdle for the applicant is the agility test. This is a test designed to weed out the obese, the physically uncoordinated, and those who have not kept themselves in first-class physical condition. The test is extremely simple to set up and administer and consists, briefly, of the 100-yard dash, standing bar vault, standing broad jump, situps, and chinup exercises. A score of 250 out of 500 possible points must be scored by the applicant in order for him to be continued in the selection process.

A look at the results of the testing of some 300 applicants discloses that 20 percent do not pass the test. Information concerning this very necessary part of any selection system may be obtained from the Municipal Police Administration text published by the International City Managers Association, Chicago, Ill.

Oral Board Interview

If the applicant passes the agility test, he is given an appointment with the Police Oral Board. The board consists of the chief, the training officer, the captain of the Uniform Division, certain selected lieutenants who are shift commanders, and the administrative assistant. The lieutenants are rotated for the assignment to the board to give them interview experience and orientation as to what is being expected of the recruit candidates.

Each applicant is interviewed for a minimum of 30 minutes, during which time the members of the board are each objectively rating the interviewee for appearance and dress, alertness, ability to reason out a problem, and ability to think on

his feet. At the termination of the interview, each grade sheet is totaled and the applicant must have reached a passing grade of 70 percent to be given further consideration.

It is admitted by the administration of the department that the establishment and activity of the board have been a bulky and time-consuming process. On the other hand, there is no fast and easy way to select a recruit. The end results have been gratifying and have justified the time and trouble.

Final Testing

The final steps in the processing are then placed back in the hands of the personnel director, who accepts the formal application for patrolman from the recruit prospect which was given him by the Police Oral Board. The applicant is then ready to take a written police aptitude test which takes approximately 2 hours to write and a short time to grade. These tests from the Public Personnel Association, Chicago, Ill., may be obtained for approximately \$1 each and have been declared open and continuous by the city Civil Service Commission so that it is no longer necessary for the candidate to wait for a group to be formed to take the test. This latter custom was adopted when it was found that many eligible prospects took other positions rather than wait for a test to be held. Out-of-town and out-of-State applicants can also be processed promptly in this manner.

The only remaining facet of the processing system is the physical examination which is given by a competent physician. This examination is given just prior to the employment of the recruit. It is comprehensive and any doubts concerning the

physical condition of the applicant are resolved in favor of the department.

Results

In looking back over the past 15 months in an effort to evaluate the selection methods employed by this department, the following facts speak for themselves:

1. Over 1,000 men have presented themselves as seeking employment for police careers but only 58 have eventually gained positions with the department, which is roughly 6 percent.

2. Of the 58 men hired, 5 have left the service. Four of the five have voluntarily resigned, three of them upon finding better-paying jobs and the other to return to school when he unexpectedly found himself financially able to do so.

3. Only one man had to be dropped from service for disciplinary reasons.

4. The attitudes of the men hired have helped the entire department. Many of the older patrolmen have taken a new interest in their work and have remarked about the interest that the new men show in their chosen careers.

5. It takes approximately a total of 10 hours for processing an applicant, but when considered against the former costs of hiring and firing undesirable personnel, this cost seems infinitesimal.

6. The selection system is flexible. At the present time, with a large annexation to the city impending, it has been found that all of the testing and screening may be accomplished in 3 days' time.

7. The system is inexpensive. By relying on the experience and talents of the command officers of the department and the close cooperation of the personnel director, no high-powered specialist or equipment with the attendant expense is needed to acquire the best and most qualified candidates available in the area.

No system is infallible, and the exploration is continuing for better and more efficient methods of selection. The administration of the Tucson Police Department feels it has made a start in the right direction. One pay increase has taken place since the inception of the processing system, that being a cost-of-living increase of \$15 a month in December of 1958. It is felt that the people of Tucson, aware of the continually improving police service which is theirs, will soon see to it that further substantial pay increases are received by their career police officers.



Tucson Police Oral Board.

CRIME PREVENTION

Juvenile Judge Answers Questions on Delinquency

by JUDGE LESTER H. LOBLE, Judge of the Juvenile Court, Helena, Mont.

(Hon. Lester H. Loble, Judge of the Juvenile Court, Helena, Mont., has been for 40 years one of the outstanding trial lawyers in the Northwest, both in civil and criminal cases. He has been both a prosecutor and a defender, a member of the legislature, active in civic affairs and public life, and an independent thinker. Although he is new to the judiciary, his approach to juvenile delinquency is based on a lifetime spent in the courts as a highly successful lawyer. Here, for the FBI Law Enforcement Bulletin, he answers some of the perplexing questions posed by the problem of juvenile delinquency.)

Q. Are most of our youth bad?

A. Not at all. Ninety-seven percent of our youngsters are good and as America's future citizens will meet their full responsibilities. What about the bad 3 percent? This is a hard core of hoodlums whose daily new crimes shock the juvenile judges.

Q. How serious is the juvenile crime problem?

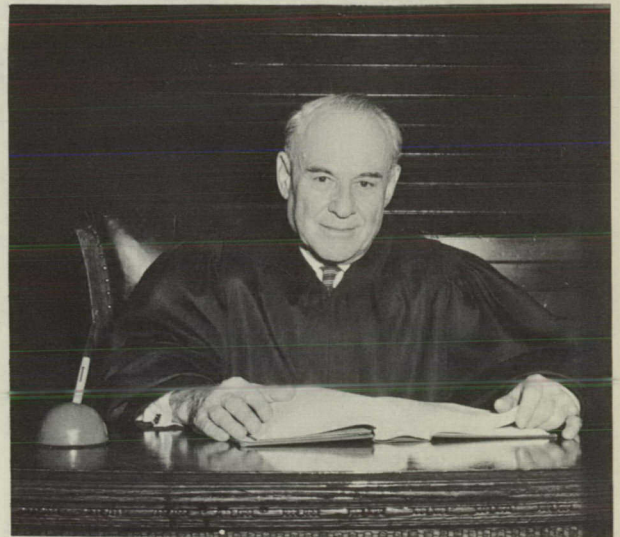
A. In a preliminary report the FBI announced an 8 percent increase in crime in 1958, and during that same year arrests of young people under 18 years of age increased 6½ percent. The latest available figures indicate that 47 percent of the more serious crimes are committed by juveniles. What types of crimes? A quick glance at your newspaper will tell you—murder (often of the parents), robbery, burglary, grand larceny, first-degree assault, willful destruction of property, car thefts, and every known felony. These are committed by individuals and gangs. The gangs are distinctive. Duck-tailed haircuts, sideburns, leather jackets with appropriate insignias, or tattoos designate gangs to which juveniles belong. The streets of America are no longer safe. In large centers the peaceful citizen walking the street at night, man or woman, is at the mercy of the young thug and often is cruelly beaten or murdered—sometimes for robbery, often just for the “kick.”

Q. Whose fault is it—the parents?

A. Definitely. No youngster is born bad, unless he is abnormal. He is a creature of his environment: good parents and discipline—good

children; bad parents, no discipline—bad children. It is as simple as that. The parent who willfully contributes to the delinquency of a minor child should be prosecuted. Move these parents up to the front row of the courtroom in the defendants' seats. Jail sentences and fines of such parents should be given. You can't substitute policemen for parents in curbing the youthful criminal. That is what these parents are doing—letting the police take care of their youngsters. Some parents encourage their children in crime, particularly thievery.

A few well-tryed, publicized prosecutions of delinquent parents, with appropriate penalties, will produce outstanding results. No matter how bad the youngster, he doesn't like his mother or father going to jail for his acts. Wayward parents don't enjoy it either. They don't want it to happen to them again, and either through the way of the woodshed or other means, they will assume their parental responsibility of disciplining their offspring.



Judge Lester H. Loble.

Q. Does a broken home produce juvenile delinquents?

A. There can be no doubt it is a factor. The youngster who through the divorce court finds his whole life changed, with one parent instead of two, develops a deep resentment against society. The divorced parents compete with each other to hold the affection of these children—by presents, indulgence and by repeatedly trying to justify their part in the divorce proceedings; by saying how bad the other parent is. Either to ease their own conscience or punish the other, divorced parents gossip to their children, degrade the other parent. What results? It shocks the child. He loves both his mother and father; he can't understand why they no longer love each other. The ground is cut from under him, his world topples and often he finds comfort with the gang—children similarly situated. He becomes antisocial.

Q. Are the secrecy of the juvenile court and no publication of the names of juvenile delinquents and their parents good?

A. No. J. Edgar Hoover advocates juvenile courts open to the public and the publication of the names of the juveniles and their parents for repeated and serious offenses such as murder, robbery, burglary, assaults, and other serious felonies. He is right. Many States, under their laws, prohibit open courts and publication of names.

Q. Why has secrecy failed?

A. It is unfair to the 97 percent of youngsters who are good. The word "juvenile" is nonexistent—it is always "juvenile delinquent." The newspapers say a juvenile has been arrested for a morals crime. The name is not given. Every youngster in town is under suspicion and the subject of gossip and speculation. It isn't fair. If that is good for the juvenile, why not try it for the adult? Let the newspaper, without naming him, say "a prominent citizen has been arrested for embezzlement"—never publish what happened to him—pull around the case the iron curtain of secrecy as we do with our youth. What would happen? Every person in that community would be the object of suspicion and the tongues would wag.

Let's not indict the class; let's pinpoint the individual.

Q. Is secrecy destroying our juvenile courts?

A. A juvenile judge must lock his courtroom and under the law he must keep out the press and the public.

The citizen knows a serious crime has been committed. Who did it? He is not allowed to know. What was the result of the trial? He must not know. What is his reaction to that kind of court proceeding? He thinks the worst—mollycoddling of juveniles, preferential treatment of the youngster with prominent parents, unjust treatment of others. The courts are no good, he says. It is not true. The juvenile courts are meeting their responsibility as best they can, but the public conception of the juvenile courts is at an all-time low—because of secrecy. The judge is handcuffed. Star chamber sessions are not the American way—they predominate in countries elsewhere on this globe.

Q. Will publication of names of juveniles glamorize the juvenile delinquent and make matters worse?

A. That's a myth. The person, either an adult or minor, who enjoys seeing his name in the paper as a criminal is a potential "Starkweather." The sooner he is put away, the better for him and the public.

Two things stop people from committing crimes: fear of punishment and fear of publicity. In juvenile courts of secrecy we have removed the most important deterrent—fear of publicity.

Q. Are secrecy of the courts and no publication of the names of hoodlums fair to the good parent?

A. Many people have good children whom they want to keep away from the toughs. How can they do it if they don't know who the hoodlums are? Often the good youngster doesn't realize that he is in bad company, and with the impetuosity of youth, he goes along on what appears at first to be a harmless prank. He doesn't want to be called "chicken," but by morning he may find himself in jail in a serious predicament. The parents are heartbroken because he has always been a good youngster. He gets into trouble because he and his parents did not know the viciousness of his associates.

Q. Does publication of the name of a juvenile destroy him?

A. It does not. In all cases where, by reason of the offense, publicity has occurred in my court,

and the youngster has been sent to an institution of correction, he has not been injured by publicity. The 15-year-old leader of a gang of "bum rumpers" (beating up two men and making them commit a sex offense for the amusement of the gang) has returned from the institution where he has learned discipline. He is back in the school he left. He and his brothers are outstanding in their respect for their teachers and the law. He is the top student in mathematics and will graduate with honors.

Q. Will publicity of the names of juveniles who commit serious offenses, the names of their parents, and prosecution of the parents, help in the solution of the problem?

A. It most certainly will.

Q. Then why isn't the law changed?

A. Sentimentalists, do-gooders, breast beaters, and many well-meaning persons don't want to take the step. Times have changed—a serious situation is with us. We are applying horse and buggy practices in a jet age.

Q. Can we have a preventive juvenile delinquency policy?

A. Yes; we can. Statistics in Montana show that 6 percent of the families contribute 75 percent of the delinquents. That figure will run very close in any community.

I have become a firm believer in the principle of a preventive approach to delinquency. We have preventive medicine for polio and the like—why not preventive measures against delinquency?

Why should we wait until the boy or girl has gone so far that it is necessary to commit the youngster to an institution? Shouldn't we find out the trouble, if we can, before that happens so we can take some action?

Q. What is the plan on preventive delinquency?

A. The school authorities know sooner than anyone when a youngster starts to slip dangerously. When he is absent from school a great portion of the time, is incorrigible and shows the strain under which he is living, the teacher knows first. The school authorities know what the condition is in that child's home.

The plan is a simple one. In the case of a youngster such as I have described, the teacher notifies my probation officer. I do not disclose

the name of the teacher because that may cause the teacher trouble. I accept the responsibility. I am not trying to win a popularity prize with the parents of juvenile delinquents.

Q. What do we find?

A. I have two probation officers—a man and a woman. Either one or both of them go immediately, in the evening, to the home of the youth. They usually find one of three things: first, drunkenness; second, poor economic conditions; and third, sickness.

The father sitting at the kitchen table with a bottle of whiskey, drinking; the mother going around the house with an old ragged wrapper, last week's egg on it, her hair hanging down, the place a shambles and not fit for man or beast. The youngster has often seen the father beat the mother, or vice versa. The child who comes home to that environment won't stay, nor can you blame him. He goes out on the street corner and there meets other boys and girls similarly situated, and from that the gang starts.

Q. What do we do?

A. The parents of the youngster are immediately brought into my court. I generally place that youngster in a foster home that he is willing to go to, or in some institution short of a reformatory. It isn't difficult—the youngster wants to go and the parents don't want him. Foster homes are successful. They are supervised and are homes where a man and his wife take in a youngster, give him a home and the love and affection that he lacks. In this community, welfare service provides \$40 per month and a clothing allowance to the foster parents. It generally costs them a good deal more but most of the foster parents serve as such out of the goodness of their hearts and a sense of Christian duty. It is not surprising how quickly a youngster adjusts himself to his new environment and how he responds. He becomes well-behaved. Children like discipline; they say they don't but they do. A child without discipline is at loose ends.

Q. Do some children seek guidance?

A. The policy of delinquency prevention works so well that often without solicitation youngsters come to my chambers and inquire if I am the judge that "finds a home for kids." They generally say their own home is pretty bad and they would like to go somewhere else. We see that it is done.

(Continued on page 21)



Law Enforcement and the Handling of Bombing Cases

PART I

One of the most devastating threats to the welfare of society is found in the alarming increase recently in the use of the bomb as a weapon of intimidation, destruction, and death. The bomb—the diabolical tool of the racial extremist, the fanatic, and the warped criminal mind—has become an object of terror for innocent citizens and a problem of the first magnitude for police.

On October 5, 1958, the Clinton, Tenn., High School was bombed, with damage estimated at \$250,000. The bombings of synagogues in Atlanta, Ga., and Peoria, Ill., on October 12 and 14, respectively, followed shortly thereafter. The damage in the Atlanta case was estimated at \$200,000. The Nation's ire was aroused, and on October 13 the White House issued a press release reporting the President's concern. In addition to these incidents, uncounted threats of bombings and similar crank calls have cost business firms added thousands of dollars. In one instance, an anonymous call to a Chicago airport reporting a bomb hoax resulted in the delay of over a dozen flights, numerous travelers canceled their reservations, the luggage of more than 200 passengers had to be searched, and the airline suffered a monetary loss of almost \$10,000.

Jurisdiction

Primary responsibility for the investigation and control of these offenses against the public peace and welfare rests on local law enforcement. Bombings are acts of violence which are clear-cut violations of State laws, and although they may have a religious or racial basis, they are nevertheless subject to exclusive State jurisdiction.

In recent instances, the FBI has made available the full resources of its Laboratory and fingerprint facilities, and has immediately detailed its representatives to the scenes of such crimes. The FBI has further cooperated by covering out-of-State leads of interest to State and local law enforcing groups. Director Hoover believes that these outrages can be materially curbed by aroused

public opinion; coordinated effort on the part of Federal, State, and local law enforcement agencies; and by stern treatment of the perpetrators. The FBI does not propose to encroach on local functions or to guide local activities. Planning, however, is obviously required, and the FBI is fully cognizant of the absolute necessity of fully informed and closely coordinated liaison among local, State, and Federal agencies. For these reasons, the FBI conducted 176 individual conferences in November and December 1958 on the subject of bombings and threats of bombings.

Conferences

Specifically designed to outline to State, county, and local law enforcement authorities the availability of the cooperative services of the FBI in combating this serious threat to the peace and tranquillity of the populace, conferences were held in continental United States and in Hawaii and Puerto Rico. Attendance was limited to ranking law enforcement officials and, in all, 8,112 individuals, representing 3,687 agencies, participated.

The acceptance of these conferences by local officials was uniformly outstanding, and emphasizes not only the great value of joint effort in fighting the vicious acts of terrorists but the firm determination of all responsible law enforcement officials to meet these challenges with solid, uncompromising enforcement of the law.

Open-forum meetings, each occupying a full day, included, in addition to scientific examinations of evidence and comparisons and identifications of fingerprints, discussions of the availability of such cooperative FBI services as the handling of out-of-State leads and the dissemination of information of possible value in solving these crimes.

In the course of these conferences, extensive instruction and attention were devoted to such topics as *explosive materials*, *problems involved in crime scene searches* in this type of crime, and *investigative techniques*. Much of the information and many of the ideas used in these con-

ferences, along with the more pertinent observations and suggestions which resulted, are being set out here to provide law enforcement authorities compact and ready reference data on this serious problem.

Explosive Materials

Generally speaking, all explosive materials may be classified into one of two general groups; namely, "high" or "low." Each group requires a particular ignition system. The low group requires a spark or flame, whereas the high group requires a small but intense explosion or shock which may be provided by a blasting cap.

Low explosive materials, such as black powder and smokeless powder, produce their effects by rapid burning accompanied by the creation of large volumes of gases. Explosions of materials in this group often occur unintentionally when sewer gas, dusts, or other finely divided organic materials are ignited, either accidentally or spontaneously. Generally, explosions resulting from low explosive materials are readily recognized by the general overall destructiveness, without excessive fragmentation, which results. (A pipe bomb is a typical example.)

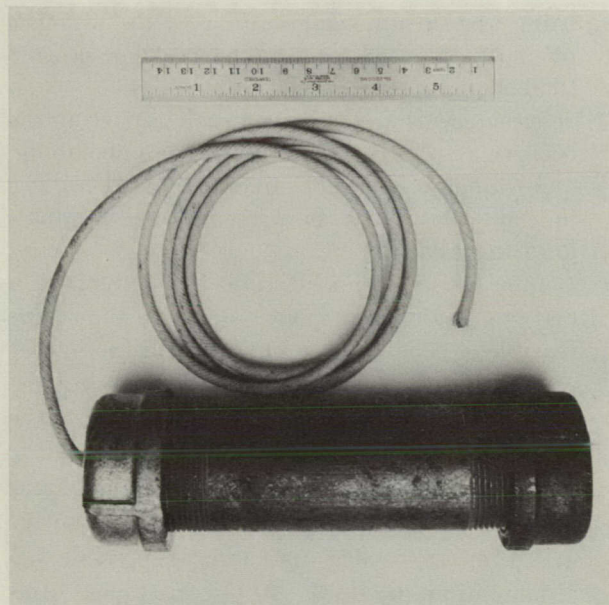
High explosives, such as dynamite (available in many different types and strengths), nitroglycerin (NG), and a large group of military explosives,

including TNT, RDX, and others, produce their effects by a molecular rearrangement to produce, practically instantaneously, large volumes of gases and shock waves with devastating results. All of the explosives in this group generally require a "cap" or detonator to release their energy. Explosions resulting from materials in this class are characterized by extensive fragmentation near the focus of the charge and less intensive fragmentation of objects at greater distances from the detonation point.

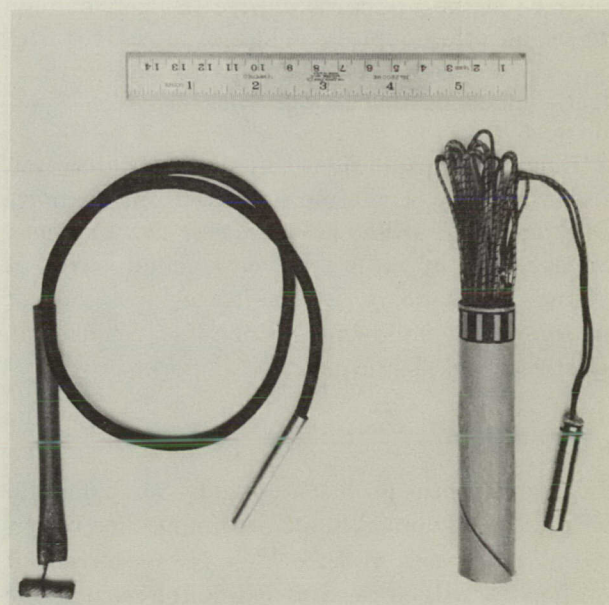
Initiators

Safety fuse, a ropelike material having a black powder core, is widely used in operations involving explosives. This fuse is designed to burn at a standard uniform rate in order that predetermined delay periods can be established, based upon the length of the fuse used. (A standard burning rate for fuse in general use is 120 seconds per yard. Other burning rates are available.) Safety fuse may be used without other attachments to ignite low explosives.

Fuse caps, crimped to one end, may be employed with safety fuse to detonate high explosives. (A fuse cap is a very dangerous item when carelessly handled, as sufficient high explosive material is contained within the small tube to destroy the hand or possibly sever the leg of an individual.)



Homemade pipe bomb.



Initiators for high explosives.



Dynamite of different strengths.

Electrical methods may also be employed to initiate explosives. In the case of low explosives, a "squib" is used. An electric blasting cap (sometimes called EB cap) is used to create the shock necessary to detonate high explosives. (Electric blasting caps, as well as fuse caps, are sensitive to shock, friction, and heat. Under certain circumstances radio frequency waves emitted by a transmitter can detonate an electric blasting cap).

A detonating fuse is ropelike in appearance, having a core of high explosive material which may be utilized as an explosive in itself or used to set off other explosive charges in contact with it. (A common type is known as Primacord, a trade name of the Ensign-Bickford Co., Simsbury, Conn.)

Delay systems, designed to allow the "bomber" to escape, may be as simple as a burning cigarette or as intricate as an electronic system which may be triggered by radio frequency, sound waves, or X-rays. All delay systems incorporate one or more of the following principles: mechanical, electrical, or chemical.

Analyzing the Problem

In examining the problems posed by bombings and threats of bombings, there are four different sets of circumstances under which law enforcement authorities will be faced with deciding what action is called for. These are: (1) No actual bomb

threat has been received, but conditions in the area or the presence of likely bombing targets make it advisable to take preventive steps. (2) A bomb scare or threatening message has been received. (3) An unexploded bomb or suspected bomb has been located. (4) An actual bomb explosion has occurred.

In any area where likely bombing targets exist or prevailing conditions indicate the eventuality of this type of crime, the alert law enforcement agency will give careful consideration to preventive planning and the readying of precautionary measures. Such steps are all-important, not only because they may lead to the identification of a bomber or potential bomber, but because readiness on the part of the police may cause a potential bomber to think twice before he acts or to abandon his plan completely.

The following steps, which may be taken even prior to the receipt of a bomb threat, are not to be considered as complete or mandatory. Techniques, of necessity, vary due to such factors as manpower, equipment, time, locale, and many other imponderables.

Compile a list of institutions of learning or places of worship which might be targets for bombings.

Know the principal responsible officials connected with such places and the locations of their residences inasmuch as such residences might also be targets for bombings.

Contact these officials, explain jurisdiction and point out the necessity and desirability of their being alert to unusual activity or the presence of individuals who might be "casing" a particular place.

Stress the necessity for immediately reporting the occurrence of a bombing or attempted bombing.

Establish neighborhood sources to be alert for any unusual activity or the presence of individuals loitering about.

Set up a system of notification in reporting such activity to the local police agency. It may be feasible to have a specific squad or officer responsible for receiving such calls, coordinating the information and handling the investigations.

Coordinate and intensify patrol of critical areas both by radio car and foot officers. Identify and prepare both a list and, if possible, an album of individuals whose past activities might make them suspects in case of bombing.

- Exploit all live informants and documentary data now on file for this purpose.
- Determine if fingerprints and photos of such persons are available for possible future identification purposes.
- Identify all organizations, responsible officers and members thereof whose activities would be suspect.
- Be alert for any suspicious outsiders or strangers in contact with persons who are potential bombers.
- Solicit cooperation of responsible civic organizations and leading citizens.
- Consider soliciting the support of communication media in alerting the community, without hysteria, to any dangerous activity and reporting it immediately to the police.
- Treat every complaint at the outset as a legitimate one, and immediately and thoroughly check it out.
- Establish contact with all users and suppliers of explosives. Have them report any unusual sales, thefts, or missing supplies of explosives, and check out suspicious actions.
- Establish liaison with other law enforcement agencies in the community and nearby areas.
- Indoctrinate officials of establishments and neighborhood sources with a plan of action to take in the event of a bombing, such as being alert for any person fleeing the scene either on foot or in a car, attempting to get the description and tag number of the car, forming a cordon to keep the crowd away from the scene until crime scene searchers arrive to take over so as not to destroy any evidence or disturb the scene.

Bomb Threat

Upon receipt of a bomb scare report, the following additional steps and techniques can be considered:

The message that an alleged bomb has been placed may be received by persons at the victim institute of learning or place of worship, by the police, or by other persons. Furthermore, it may be by telephone, letter, or a brief note. The pattern of these bomb scares, however, is usually the same. The subject calls the central switchboard in a school or other large building and states that there is a bomb in the building and that it is set to explode at a certain definite time. No identification is made and the source is unknown.

As mentioned above, every complaint received by the police should be treated at the outset as legitimate and must be immediately and thoroughly checked out. It cannot be taken for granted that it is the work of a mere crank or juvenile prankster. Information about bomb scares spreads rapidly and many persons know about it almost as soon as the police. As a result, there may be a crowd by the time officers arrive on the scene. Idle curiosity-seekers should be dispersed for their own safety and that of the occupants of the target building. This is also necessary in order that official personnel and other key persons, such as ordnance experts and doctors, and related equipment may have room in which to operate. The area should be roped off.

Plans should call for a field commander who will have complete charge of police operations at the scene of the threatened bombing. The individual officers under his command must be capable of preserving an air of calmness, determination, and ability to cope with the situation. They should respond to the proper location based upon the workings of a prior plan and in possession of proper equipment, such as protective devices.

The field force at the scene should have sufficient communications equipment to insure contact with headquarters in the event it becomes necessary to call for the assignment of more men and materials. It is essential that panic be averted. Frenzy on the part of fearful occupants could cause more disaster than the explosion of a small bomb. Calmness, steady action, the smooth carrying out of an established plan will do much to prevent panic. Since human life is the prime concern, all occupants must be evacuated systematically and in orderly fashion. The evacuation should proceed according to a plan already worked out for such buildings. Fire drill procedures may be utilized in case of schools, but care must be employed to make sure children do not activate possible trigger-type bombs along the route of march. Prior plans should envision the need to know construction and means of exit in potential target buildings.

The search for the reported bomb must be planned, and the plan followed to the letter. Order is the main principle. If the search is not orderly, the usual result is that certain areas are not properly probed—areas that might conceal the bomb. A thorough interview must be conducted with the person who received the bomb scare report in an effort to identify the caller. The

interviewer must go into infinite detail. The person who received the call should be carefully interviewed as to the exact language used; the possible age of the caller; the accent (foreign or provincial); whether the voice appeared muffled, educated, unpolished, calm, hysterical; and whether the message was accompanied by any threats as to race, religion, or nationality. Each call must be recorded in such detail. Exact time and date are very important.

A control file should be opened where all reports on threats of bombing may be filed, coordinated, and studied. By study of the details of each call and caller, a pattern may emerge which will be useful in identifying the caller. There may be an important and significant dovetailing effect. Even though none of the calls may materialize in the finding of a bomb or an explosion, there is no telling when one may later occur. The study of all cases in the area may contribute to the solution of an actual bombing. If the bomb threat is received not by telephone but by letter or other documentary-type communication, the document must be carefully preserved for processing for fingerprints, handwriting, and other data of investigative value. This caution must be brought to the attention of potential bombing victims.

Finding a Bomb

Upon discovery of a bomb or suspected bomb, the function of a private citizen would ordinarily be limited to warning all persons from the area and notifying the proper authorities.

The problem of the law enforcement officer is much more difficult. He is concerned both with the protection of human life and property and with the removal of the bomb menace. The primary importance of human life, including his own, however, should be the controlling factor in his efforts to dispose of the bomb.

In view of the almost infinite possible varieties of bombs, it is obvious that no set procedure can be established for handling all of them. Certain steps, however, taking safety and property protection into due consideration, are called for in practically all instances.

Upon the discovery of a bomb or suspected bomb:

1. Clear the danger area of all occupants.
2. Establish an organized guard outside the danger area.

3. Arrange for medical aid to stand by.
4. Shut off power, gas, and fuel lines leading into the danger area.
5. Remove flammable materials from the surrounding area.
6. Notify the local fire department and rescue squad.
7. Obtain the services of a competent explosives expert.
8. Obtain mattresses to be used as protection against flying fragments.
9. Check and have available fire extinguishing equipment.
10. Arrange for the use of portable X-ray equipment.
11. Avoid moving any article which may be connected with the bomb or act as a trigger mechanism.

While the above is a convenient reference list, a number of the steps mentioned require further comment and expansion.

Once a bomb or suspected bomb has been discovered, headquarters must be notified at once. If the evacuation of the area has not already been completed (based on an earlier bomb warning or some suspicion that the bomb existed), it must be carried out immediately. Persons evacuated should be removed at least 300 feet from the point of possible explosion. It is assumed that an exploding bomb may cause damage to property and serious or fatal injury to persons within an area of at least 300 feet. It must be noted, however, that there is also a danger of flying objects and shrapnel-like particles which make no arbitrary distance a safe one. Therefore, all unofficial or unnecessary personnel should withdraw.

The police at the scene should maintain their protective police lines at a safe distance from the bomb until the arrival of experts in the field of explosives who will render the bomb harmless at the scene or, if necessary, remove it in the event the possible danger to life and property in processing the bomb on the scene is too great.

The bomb or suspected bomb must not be moved by a nonexpert and must be kept in the identical position in which it is found. No police officer, unless he is a qualified bomb expert, should personally approach the bomb or attempt to remove it except as a last resort for the saving of human life. It must not be jarred, tilted, or turned in any way. Anything connected with it should be left untouched as it may be a trigger mechanism.

JUVENILE DELINQUENCY

(Continued from page 15)

Those explosives experts who are known to the police, as a result of departmental experience or prior planning for such emergencies, should be advised of the discovery of the bomb in the event they are not already on the scene.

Power, gas, and fuel lines leading to the danger area should be shut off to prevent a possible explosion which would add to any disaster. All flammable materials should also be removed from the surrounding area, as well as valuable materials if this can be safely done.

Have the fire department, rescue and medical assistance on a standby basis. Arrange for the use of barricade materials such as sandbags and mattresses for protection against flying objects and as shields for personnel. Insure that the bomb itself, after dismantling, is preserved for such investigative leads as fingerprints.

In the event of an actual bomb explosion, the efforts of the police department, after the vital steps mentioned above have been taken, will be directed to the identification of the person or persons responsible for the crime. It is here that the techniques of interview, surveillance, sources of information, and the collection, identification, preservation, and examination of physical evidence, will particularly come to the fore.

The chances of uncovering eyewitnesses in such a crime, although not as great as in some other types of criminal cases, should not be overlooked. Furthermore, there may be many persons who will have to be interviewed who may produce such vital circumstantial evidence as facts concerning motive, plan, ability, means, and opportunity on the part of possible suspects. In addition, the use of informants and the surveillance of possible suspects for evidence of conspiratorial activity may prove to be productive.

Upon the receipt of information that a bomb explosion has occurred, the police must proceed to the scene without delay in order that the area will be protected from the intrusion of unofficial persons motivated by curiosity. Speed in reaching the scene may also result in obtaining important data, such as information concerning gases which may still be lingering. The crime scene area must be roped off and all persons not connected with the investigation removed.

(This has been the first part of a two-part article on bombings. The conclusion next month will present additional observations and suggestions on this topic.)

As a result of this policy, and it is in daily use, dozens of youngsters have been saved from going forth into a life of crime by putting them in places where they are loved and cared for, where they grow up to be good citizens. We do not get 100 percent results by a good deal but we do get considerable in the way of results.

Q. Is the juvenile problem the same in every community?

A. Not at all. Every community, every child, every problem is different. No two children are the same; they cannot be dealt with by a format. They must be dealt with individually with a kind heart, patience but firmness. But whatever the community there must be an overall flexible plan. Either the juvenile hoodlums will run the town, or the juvenile judge will see that they don't.

Q. Is there hope for the future?

A. There is if we get our heads out of the sand. The problem is a home problem—parents must face up to their responsibilities. Too many homes are boarding houses where everyone scatters after dinner. The old-fashioned home and parent can and should be returned—by persuasion if possible, by force if necessary.

Q. How about organizations for youngsters?

A. I have never had before me an active Boy Scout, Girl Scout, Campfire Girl, 4-H, or member of a similar group, or a youngster who is a regular attendant of the Sunday school or church of his choice. These organizations are real character builders and the adults who so unselfishly give of their time and energy in these worthwhile groups are entitled to everlasting praise.

Q. Is there any formula to correct conditions?

A. I have made some suggestions. To be a juvenile judge requires patience, kindness, sternness, understanding and, above all, the ability to accept disappointments. No juvenile judge has all the answers. But we can and must improve the whole juvenile court system.

Q. How can we better the situation?

A. The juvenile problem is rapidly getting out of hand and unless there is a determined effort to recognize the problem and to follow the "fair but firm" procedure, we will find a complete breakdown of law and order and national disaster.

FIREARMS TRAINING



The police department in Puerto Rico is the main security force on which our island depends to meet any contingency which may menace the peace and tranquillity of its citizens.

In correlation with the established obligations of the police department, an academy is maintained where all members of the force are trained in the different phases connected with their duties as members of the police agency. The use of firearms is a fundamental part of this training.

The firearms training section within the police academy has members who are experienced instructors and police officers with practical proficiency in firearms. These experts train selected personnel who in turn are in charge of the inservice training.

The training is continuous from January through September. The last 3 months of the

Firearms Training in Police Academy of Puerto Rico

by LT. COL. WILLIAM SANTANA MAIZ, *Assistant Chief, Field Operations*, and SGT. PEDRO LUGO, *Firearms Section Chief, Police of Puerto Rico*

year are scheduled exclusively for record and classification firing which serve to establish the different categories, in accordance with the average obtained, from "master" classification down to "unqualified."

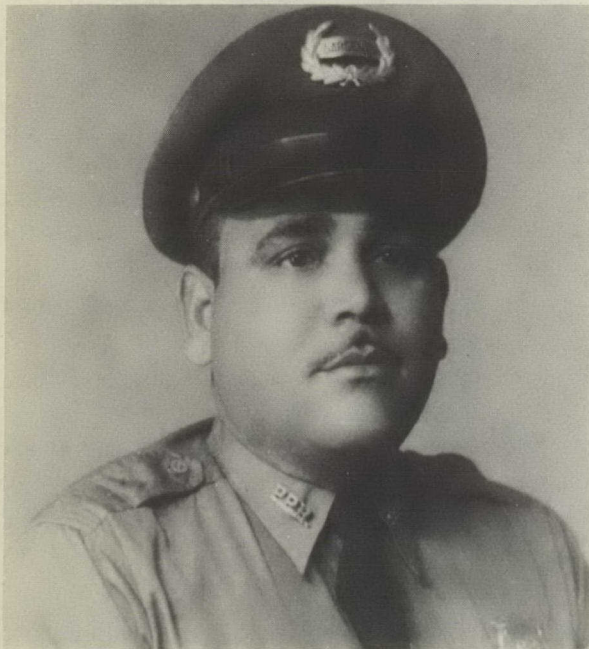
The department has a unit for the reloading of ammunition which is furnished to the academy's armory on an average of 2,000 .38-caliber bullets daily. It is the responsibility of the academy to periodically distribute this ammunition as well as cleaning material, targets, and other related equipment among the different police areas and zones on the island. At all times a substantial stock of this material is kept on hand for training purposes, as well as for other practice courses for the regular personnel who are constantly undergoing firearms exercises.

Training

A recruit takes 62 hours of instruction in marksmanship, covering all weapons in use by the police of Puerto Rico. Major importance is given to the use of the revolver, as this is the standard assigned weapon for all members of the force. Of these 62 hours, the first 20 are given to the theoretical phase in the classroom. Thereafter the recruits are taken to the firing range where they undergo the practical phase of the training.

Those recruits who show no signs of having acquired the necessary ability during the 42 hours of practical firearms instruction are given a careful individual study by the instructor in charge. These men are taken back to the range until they are finally qualified in the different courses prescribed by the academy. Under no circumstances can a new member graduate without having first satisfactorily passed the training in the use and handling of firearms.

There are two courses, the "Army L" and "Course A," tables X to XIII, which members of the department have to fire not only during



Sgt. Pedro Lugo, Firearms Section Chief, Police Academy, Commonwealth of Puerto Rico.

their training period but at least once a year during their time of service as regular officers.

We feel that 90 percent or more of the encounters in which police officers on duty are involved take place at close range and, generally, at places where the officers can find nothing to offer them protection. Under these circumstances the officer who is quick at removing his gun from the holster and first on the trigger has the better opportunity of surviving the encounter.

The police of Puerto Rico strive for the objective of having men who are skillful, rapid, and sure in the use of their guns. One step to this goal is the training with the "Course A," tables X to XIII, in double action, consisting of 30 bullets to be fired in three different positions:

1. Crouch position: 10 bullets in two 5-bullet loadings, at a 7-yard distance; 8 seconds for each string of 5 bullets; gun at the height of the waistline, without lining up the sights of the gun.
2. Standing position: 10 bullets in two 5-bullet loadings, a distance of 15 yards; 10 seconds for each string of five bullets; gun at level of eyes, lining up the sights of gun.
3. Standing and kneeling: first loading while standing and second loading while kneeling; 10 bullets in two 5-bullet loadings, at a distance of 25 yards; 10 seconds for each string of 5 bullets, gun at level with eyes and lining up of sights.

This course consists of double action and the firing is at a target known as a "Police Silhouette Target." It is a "practice fire" and the gun is not removed from the holster until after the whistle has sounded. When all of the bullets have been fired, the revolver is reholstered.

In the courses for machineguns and shotguns the firing is done at "bobber targets," after the police member has received adequate theoretical knowledge and a practical demonstration by the instructors. The machinegun course consists of a total of 25 bullets fired at three different distances and positions. This course is initiated at a 15 yards distance, firing 10 shots from the waist, semiautomatic fire. Thereafter, the firing takes place from 25 yards distance and the use of 10 additional shots, 5 of which consist of semiautomatic fire and 5 of automatic fire, all to be fired from a standing position and the gun fired from the shoulder. The firing is then moved on to the 50-yard line where



Tear gas demonstration, with the Old Spanish fortress of El Morro at San Juan in background.

the last five shots are fired from a kneeling position, the gun held at the shoulder and semiautomatic fire.

The shotgun is fired from two different distances, 15 and 25 yards, and from two positions, from the waist (hip shooting) and standing. Each man on the firing line fires at five "bobber targets," one shot at each target from left to right



Lt. Col. William Santana Maiz, Assistant Chief of Field Operations, Police of Puerto Rico.

and thereafter from right to left. From the 15 yard line the gun is fired from the waist (hip) and from the 25-yard line, at the shoulder level.

Insofar as training in the use of tear gas is concerned, this course is furnished to the trainees for a period of no less than 2 hours' instruction regarding occasions which warrant or demand the use of tear gas, the effects of the tear gas, how to use it, action to be assumed by the officer when affected, importance of determining the direction of wind currents, etc. He is then taken to a special area where he can use the gas in its different forms: shells, "long range," "short range," and grenade type. The instructor must have the men lightly feel the effects of it under actual circumstances.

We can assure that, since this training was initiated throughout the island, our men have obtained successful results in the use and handling of firearms. Our men are most enthusiastic regarding revolver practice and show noticeable desire to improve their annual records.

Competition

One of the ways by which we are able to prove the extensive progress accomplished by the police of Puerto Rico in the matter of marksmanship is through a close study of the results of the different pistol tournaments. In the State, national or international, as well as Central American and Caribbean tournaments, a substantial group of members of the police of Puerto Rico will at all times be found as participants. The police of Puerto Rico send a team every year to the United States for the purpose of attending tournaments held by the National Rifle Association and the National Skeet Association. At these tournaments, attended by outstanding marksmen of the United States, our men acquire both theoretical and practical knowledge of inestimable value in the use of firearms.

The police of Puerto Rico are proud of the progress our organization has made and we hope to achieve additional development in all phases of modern police functions.

EXPLOSIVES

The FBI Laboratory maintains a reference collection of dynamite wrappers, blasting caps, and fuses.

Police Firearms Instructor Training Program

*by SGT. HIKE BOGOSIAN, Cincinnati, Ohio,
Police Division*

The muffled crack of the police special bounced off the soundproof walls—the target: a man's head and shoulders silhouetted against the white background.

The occasion was another phase of police training—a program by the FBI to train firearms instructors for a metropolitan police department. The instructor was a firearms expert from the Cincinnati FBI Field Office. The class consisted of 10 students who were the first of some 60 police sergeants of the Cincinnati Police Division who would undergo a newly implemented firearms instructor training course. The scene was in the FBI's firing range located in the Federal Building in downtown Cincinnati, Ohio.

The program was inaugurated to meet the firearms training problem which Chief Stanley R. Schrotel determined to overcome. The Division's 1,000-man force actually had but one firearms instructor who occasionally was assisted by sharpshooting patrolmen. The division's major firing range was located 15 miles from the downtown police stations, and many officers required a full day's loss of duty to practice and qualify with the standard weapon. Because of the loss of duty time and the shortage of personnel, an individual



Sgt. Hike Bogosian, member of the first sergeants' firearms training course, conducts revolver instruction.

officer was fortunate to visit the distant range once a year, and there were many cases where an officer only fired for qualification once every 2 years. It was felt that the officers generally were not receiving the firearms instruction necessary to remain proficient in a phase of police work for which there is no substitute.

The ultimate aim of the Cincinnati Police Division is to train each of the division's sergeants in firearms instruction. With this nucleus of trained men, every officer will have qualified instruction available to him at all times. After the sergeants have completed the intensive 5-day course, they will be able to instruct the men on their respective shifts at conveniently located firing ranges within the division at least three and four times a year.

The course was patterned after the firearms training course used by the FBI Academy at Quantico, Va., concentrating on combat firing. The orientation phase of the course, which was held at the Cincinnati Police Division's Academy, included an outline of the purpose of the program and a synopsis of the 5-day course.

The remainder of the first day at the Academy was devoted to the basic fundamentals of firearms training and included instruction in firearms safety, correct range procedures, terminology, hand grips, stances, etc., supplemented with appropriate training films. An FBI firearms instructor assisted by the division's own firearms instructor presided over this session and the practical phase of the course.

In the remaining 4 days of the course each sergeant fired the prescribed course which he eventually will teach and also received several opportunities to act as range master, taking charge of the range while the other sergeants went through the course.

The final day of the program included a review of the entire course and discussion of departmental general orders dealing with the use of firearms and the official sidearm to be worn by division personnel both on and off duty. At the conclusion of the training course certificates of attendance were presented to the sergeants participating in the program.

A police officer must be prepared to meet force with force. However, the degree of force used by the police officer must be determined intelligently in each situation. In terms of authority, police officers enjoy an unusual position in a community. Law enforcement agents are charged with: (1) suppression of criminal activity; (2) protection of

life and property; (3) apprehension of offenders; and (4) prevention of crime. To accomplish these objectives, there are a need and obligation to use police powers with clearly outlined "guides to action." Accordingly, there is a need for departmental general orders establishing conditions under which revolvers may be used.

The individual authority to use a deadly weapon is a serious and weighty responsibility. The effective use of firearms may be a form of life insurance for the individual officer and members of any community. In addition to attaining proficiency in the handling and shooting of firearms, a police officer must always be aware of the conditions under which he may legally use the service revolver or other weapons, and must continually strive to obey and follow these regulations.

We feel that our program of training firearms instructors, conducted with the assistance of the FBI, is an important phase in the work and activities of the Cincinnati Police Division.

INTERNATIONAL COOPERATION

Last year, a representative of the Central Bureau, Italian Criminal Police, contacted the FBI through the services of the American Embassy at Rome, Italy, and requested the assistance of the FBI in identifying an unknown deceased male whose badly decomposed body had been recovered from the Tiber River, Rome, some 8 months earlier. The Italian Police had been unsuccessful in their attempts to identify this individual, but they had developed the possibility that an Italian male who had emigrated to the United States and who had recently returned to Naples, Italy, might possibly be the deceased inasmuch as he had not been heard from since the day after his arrival in Naples.

The fingerprints of the unknown deceased had been removed and photographed and were submitted to the FBI's Identification Division. A search of the files of the Identification Division revealed that the unknown deceased was, in fact, identical with the missing emigrant, who had been fingerprinted early in 1956 in connection with his application for visa. Also contained in the fingerprint file were the names and address of the parents of the deceased who reside in Italy.

This information was immediately forwarded to the American Embassy, Rome, Italy, for transmittal to the Italian Police for assistance in notifying the individual's next of kin.

OTHER TOPICS

Two veteran Indiana State Police detectives, 1st Sgt. Charles W. Epperson and Sgt. Filmore Davis, have found a way to supplement shoe leather sleuthing with the aid of a "mechanical stake-out."

Both officers had often discussed concealing a camera at business places plagued by frequent burglaries. Why not let the eye of the camera catch criminals at work and obtain positive evidence? However, in the already crowded schedule of crime investigations with which each man was burdened, the plans were repeatedly shelved. Then a series of circumstances led them to put the device into operation.

The Indiana State Police Pendleton district, to which Epperson and Davis are assigned, sprawls over a heavily populated five-county area in east-central Indiana. Many residents and business people of the area have been victimized by criminals. One businessman, manager of a drive-in theater just outside Anderson, had a particularly



Col. Harold S. Zeis.

Hidden Camera Solves Burglary of Coin Machine

by COL. HAROLD S. ZEIS, *Superintendent, Indiana State Police*

annoying problem. The drive-in's concession stand had been burglarized six times. Night-long State police stakeouts were fruitless. Epperson and Davis decided to try their "mechanical stake-out."

The officers requisitioned a standard 4 by 5 State police press-type camera from general headquarters in Indianapolis. The camera was anchored in a wooden box with the lens close against a small opening in the side. A similar but larger opening on the other side permitted focusing on the ground glass.

Installation

Then one night after closing, they set the box and camera atop a counter about 15 feet from the nocturnal intruder's prime target—the cigarette machine inside the concession building. A fine string and thread were attached to the shutter trip. The cord was then run out the side of the box, up along a quarter-round paralleling the ceiling, down behind a theater wall poster, and into the rear of the machine. The end was fastened to the machine's front panel.

When the panel was moved, the camera would snap a picture of the vending machine and the immediate area.

Two film holders were loaded with four sheets of Royal X-Pan film. The officers took test pictures of themselves at a setting of f/7.5 at one-twenty-fifth and at one-fiftieth of a second, using the available interior light.

Developed immediately in fresh DK50 solution for a period of 10 minutes, the prints proved suitable for identification. The film holders were reloaded and the boxed-in camera was camouflaged with advertising posters and popcorn boxes. The trap had been set. For a period of 21 days, the drive-in manager pulled the slide from the holder in the camera when closing each evening and placed it back in the holder every morning, unhooking the string each time.

In the early hours one morning, Sergeant Davis was awakened by a telephone call from the manager. The building had been burglarized, the cigarette machine "jimmied" and the camera shutter tripped.

Davis picked up the film holder and hurried to Pendleton. Downstairs in the photographic laboratory he cautiously stirred the piece of film in a tray of developer. Slowly the image appeared. It was there—a criminal in action.

Burglar Identified

With an assist from the Anderson police, the subject was identified as James Cecil Rogers, 18, Anderson. Taken into custody within minutes, he stood before the two detectives.

Hoping for a confession without revealing how knowledge of the crime had been gained, Sergeants Epperson and Davis startled the youth by giving him a description of the clothing he was wearing at the time of the crime. That was enough for Rogers. He confessed without realizing what really had trapped him. This later proved an important factor.

Released from jail on \$2,000 bond, the youth once again put the hidden camera to work. On the night of November 18, Rogers drove his 21-year-old girl friend and another young woman, 23, to the vicinity of the drive-in.

Parked on a seldom-traveled back road, he handed the girls a pry bar and quickly explained to them how to gain entrance to the building.

Managing to break the padlock, the two women slipped inside. Near the back door, in the role of lookout, one of them managed to escape the eye of the camera. The other's profile was clearly recorded as her gloved hands pulled the front panel of the cigarette machine away. The next day all three were picked up. When confronted by the investigators, the girl who had been photographed confessed and implicated the others. Arrests and questioning in these cases led to the implication of other accomplices, most of whom were apprehended. More than 20 burglaries were cleared in the Pendleton district. Rogers was sentenced to prison for 2d degree burglary.

Subsequently, several hidden cameras, rigged with ingenious improvements, were set by Epperson and Davis along their "beat." For some installations, the trigger string leads from the shutter trip, down through an eye screw, to a knife



Burglar snaps own picture.

switch. The switch is wired in series with a standard A.C. double-socket outlet, into which are plugged a floodlight and a klaxon horn. The least amount of tension on the object to which the trigger string is attached will not only trip the camera shutter, but it will also activate the floodlight and horn. The horn is intended to frighten intruders and discourage them from seeking the hidden camera.

An ancient Chinese proverb says, "one picture is worth more than 10,000 words." Centuries later, two Indiana State Police detectives could murmur agreement.



Sgts. Filmore Davis (left) and Charles W. Epperson (right) rig camera.

WANTED BY THE FBI

ROY OVERTON HARRIS, with aliases: Roy Harris, Roy O. Harris

Unlawful Flight to Avoid Prosecution (Robbery)

Shortly after opening for business on January 13, 1956, a Memphis, Tenn., supermarket was robbed by two armed bandits. Undaunted by the presence of early morning shoppers, the two men had entered and gone directly to the store's office where several employees were counting money. Both bandits displayed revolvers and, at gunpoint, forced the employees to surrender all the money in the office and the day's receipts from the cash register. After obtaining their loot, the robbers fled in a stolen car.

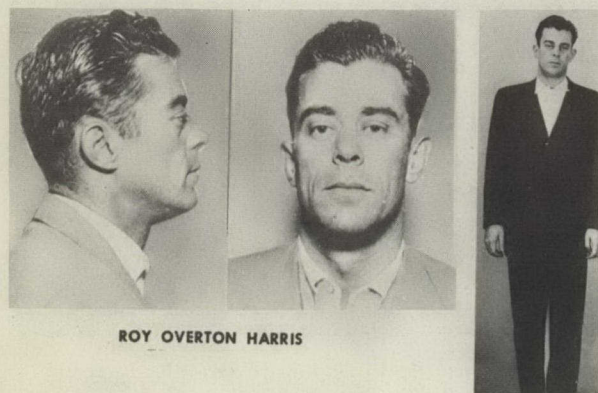
Both bandits were later apprehended and Harris was identified as one of the criminals. His accomplice pleaded guilty to the robbery and received a prison sentence. Harris, however, was released on bond and, subsequently, jumped his bond and disappeared.

Process

A complaint was filed before a U.S. Commissioner at Memphis, Tenn., on February 1, 1957, charging Harris with unlawful interstate flight to avoid prosecution for the crime of robbery.

The Criminal

Harris began his criminal career at the age of 14 and has since compiled a lengthy record of arrests which includes such offenses as auto theft, grand larceny, carrying a concealed and deadly weapon,



ROY OVERTON HARRIS

numerous burglaries, and violations of parole. The fugitive is believed to be traveling with his wife and reportedly uses rental cars to a large extent. He is the subject of FBI Identification Order No. 3109.

Caution

Harris has carried firearms in the past. He should be considered armed and extremely dangerous.

Description

Roy Overton Harris is described as follows:

Age	37, born November 9, 1921, Jasper, Ind.									
Height	6 feet									
Weight	170 to 182 pounds.									
Build	Medium.									
Hair	Brown.									
Eyes	Brown.									
Complexion	Medium.									
Race	White.									
Nationality	American.									
Occupations	Car salesman, barber, laborer, salesman, truck driver.									
Scars and marks	1" scar at outer edge of left eyebrow, V-shaped cut scar on left cheek, blue tattoo "Roy" on outside of left forearm, tattoo "RH" and "EK" or "EC" over "1938" on outside of right forearm.									
FBI Number	1, 791, 880									
Fingerprint classification	<table border="0"> <tr> <td rowspan="2">9</td> <td>S</td> <td>1</td> <td>U</td> <td>IOI</td> </tr> <tr> <td>M</td> <td>5</td> <td>U</td> <td>IIO 13</td> </tr> </table>	9	S	1	U	IOI	M	5	U	IIO 13
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Notify FBI

Any person having information which may assist in locating this fugitive is requested to notify the Director of the Federal Bureau of Investigation, U.S. Department of Justice, Washington 25, D.C., or the Special Agent in Charge of the nearest FBI field office, the telephone number of which is listed on the first page of local telephone directories.

RELAX

Persons being fingerprinted should be advised not to try to help, but to remain passive and relaxed.

CAREER SERVICE

(Continued from page 7)

future will inevitably bring. He will find the storehouse of the future as richly and abundantly stocked as his preparation and merits deserve.

Much has been done in many police departments in moving toward a genuine career service in law enforcement. Professionalization of police is no longer an idealistic dream. The dream is moving closer to reality with each passing day. However, much remains to be done.

Police work, the entire field of law enforcement, is an essential part of government by the people. Law enforcement agencies are the shields by which the American people guard their liberties. Police work is not a sporting game. It is a battle joined in deadly seriousness with a deadly enemy. In the words of our President, Dwight D. Eisenhower:

You, as police officers in our cities and our States, our counties, our sheriffs, our heads of institutions, are certainly on the first line of defense, for the simple reason that all defensive power that is applied to protecting us from without has its source, its founding, its strength, in the people of our land. If those people are not protected, if criminals could run riot among them, if they could find their morale shattered, their faith in the government shattered, because there was not the

peace officer to protect them, soon there would be no suitable outward defense.

So as our Armed Forces are responsible for the protection of this country from any threat directed from without, from whatever source, you are protecting us always from the threat from within.

Freedom from fear is not easily won. Only constant, unremitting toil will prevail over the forces of evil in whatever guise they assume. But this silent police battle must be waged with meticulous regard for the rights of people in a community, regardless of race, creed, color, cultural or economic class. Only then will the shield of police protection be a genuine bulwark against the onslaughts of inhuman philosophies, be they criminal or political.

PETROGRAPHY

Petrography is the science of analyzing mineral substances such as soil, safe insulation materials, concrete, plaster, brick, mortar, ceramics, glass, ores, abrasives, industrial dusts, and similar materials. Petrographic analysis of such materials taken from the scene of a crime or from the clothing of a suspect has frequently been of invaluable assistance to an investigator in linking the suspect with the crime scene.

Helpful Hints

CHARRED PAPER



THE RESTORATION AND READING OF PRINTED MATERIAL ARE POSSIBLE IF THE CHARRED PAPER IS PROPERLY PRESERVED IN LAYERS OF COTTON.

FBI

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON 25, D. C.

POSTAGE AND FEES PAID
FEDERAL BUREAU OF INVESTIGATION

OFFICIAL BUSINESS

RETURN AFTER 5 DAYS

Interesting Pattern



The interesting pattern shown above is classified as an accidental type whorl with an inner tracing. The deltas are located at D1, D2, and D3. It should be noted that the tracing is determined by using the two outer deltas, D1 and D3.