



PASSION FOR PROGRESS

Profile of Ed Brady, Henderson County Sheriff

/Abbie Darst, Program Coordinator

Having entered law enforcement at the age of 17 as a dispatcher, Henderson County Sheriff Ed Brady has 40 years of law enforcement experience in Kentucky. His experiences, challenges, risks and failures, along with his commitment to progressive change, have been instrumental in helping law enforcement overcome large hurdles and make significant strides throughout the past four decades.

A true pioneer in law enforcement, Brady's commitment is strong because of the passion he has for his career and his fellow officers. "Some people haven't had 40 days of happiness in their career; I've had 40 years," Brady has said of his career choice. From serving in numerous roles with the Kentucky State Police to serving as chief of police for Henderson and now in his first term as sheriff, Brady strives to push law enforcement outside the box in terms of thinking, training, professionalism and service to the commonwealth's communities.

You have been a part of Kentucky law enforcement for 40 years and have served as a trooper, police chief and sheriff. How has the professionalism and training of Kentucky's law enforcement officers changed over the past four decades?

In the early 1970s, I came into policing with the Kentucky State Police. At that time, they were known as *the* professional agency. A lot of city departments, especially smaller city and sheriffs' offices were really lagging behind. In 1991, I retired from KSP and became police chief at the Henderson Police Department, and that is when we got really involved with looking at academy standards and looking at Peace Officer Professional Standards possibilities – those did not exist when I first became a police chief. >>

◀ Henderson County Sheriff Ed Brady, left, has spent 40 years in law enforcement and led both the Henderson Police Department and now is in his first term as sheriff. Brady believes in building the professionalism of his officers, such as Deputy Brent Gramig, second from left, Chief Deputy David Crafton and Deputy Warren Weiss.

/Photos by Elizabeth Thomas



>> One thing that I have seen throughout my 40 years that dramatically has changed the face of law enforcement is the academy. Our academy in Richmond is second to none – it's the best in the country. I have always said that. I think the leadership of John Bizzack in the academy has been absolutely critical. I tell people statewide that he has done more as an individual to help law enforcement than any other person I have ever met. The man is unbelievable in the things he has demanded for law enforcement.

And then the standards came in after the great academy, and that was really the basic element that we needed. If you hire quality people, you have a chance at having a quality police officer. If you hire a person who is not quality, you are going to get a police officer who is

not quality. I think POPS has helped us to identify quality people, and if you start out with good people and give them great training, I think you are going to have a real good possibility of having good law enforcement.

As a chief, what was your initial position on the creation of the POPS, and how do you think their implementation has affected Kentucky's law enforcement community?

From the moment that I heard about the standards, I was in favor of them. I think because I came from KSP and saw how high standards and quality training would really give you a good police officer, I wanted our local police departments and our sheriffs' offices to have the same opportunities that troopers had to be quality police officers.

You would not recognize agencies today compared to 20 years ago when we did not have POPS. There has been rapid development, growth and progress, and as much as has come in the past 10 years, I can only imagine what we are going to be looking at for Kentucky law enforcement in the next 10 years.

How do you think the implementation of POPS affects every Kentucky citizen?

I think citizens now see a police officer pull up to their front door who is professionally trained and competent. He or she has taken the written test and polygraph, and we know a little bit more about these officers.

I think if an officer is more qualified, he or she is generally more compassionate, too. After the DOCJT academy was established more than 30 years ago, citizens saw a better quality officer, but I think with POPS, agencies are hiring a better, more competent and qualified person to do the job. They now see problem solvers pull up to their houses who can help them with their issues.

With that better educated, better trained officer coming out of the basic academy, do you think leadership-type training is the next step in allowing these officers to maintain their high level of knowledge and desire to learn?

I think the academy has some really great leadership schools for our young officers who want to become future leaders. My job as a leader in Kentucky law enforcement, whether it was with the city police or the sheriff's office, is to develop my people into the best they can be. I should be training people to become sergeants, majors, lieutenants and police chiefs. As sheriff, I need to be training people to become competent supervisors, if that is what they want to do. Some people want to be a deputy or policeman for 20 years, and that is great if that is where they are happy. But, I think my job is to get people the tools they need, whether it be educational, equipment or opportunity to grow and become leaders in law enforcement.

I think the academy has done a great job developing leadership training in the academy that will get our people ready for the next 20 years. I think as good as it looks now, the next 10 or 15 years are just going to be absolutely great for Kentucky law enforcement because of some of the leadership programs.

You always need training through your entire career and I still go to training, whether I am required to or not, every year because I want to know the latest changes and the latest technologies available.

The sergeants' academy was an idea that was developed by Greg Howard and me at a McDonald's in Frankfort one afternoon. We were sitting there eating a cheeseburger and Greg said, "Let's talk about some leadership schools." And I said, "We need a sergeants' academy worse than anything. The toughest step is from patrolman to sergeant."

Greg took that back to Richmond and with the help of the staff and the leadership of the commissioner, developed a sergeants' academy that is second to none. There are academies from all over the country coming to Richmond saying we want to be like you. How great is that to see Kentucky as a leader in law enforcement?

What do you see as the biggest benefit of offering graduated leadership training to Kentucky's up-and-coming law enforcement leaders?

Confidence, definitely. Everybody, when on the patrol level, thinks they can be a leader. I did when I was trooper. They think, 'Well, why don't they run it this way; I could do better.' But, I think what leadership training does is give some of these people who have the desire to be a leader the opportunity to see what is comprised of leadership and the thinking, philosophy and education that goes behind it. I think it gives them confidence that they do have what it takes and this is a career path that they can take that will help them achieve their goals.

Commissioner Bizzack made a statement that, "Leadership is not a position, it's a behavior." We have future leaders that have the behavior, but have not had the training and the philosophy. I would hope when they go to training it would be exciting to them to see they do have the qualities that it takes, all they need is the training and the background and they will be leaders.

As a former Kentucky Law Enforcement Council member, what impact/influence has KLEC had on Kentucky policing?

I was on the Kentucky Law Enforcement Council for about 10 years. It is the most important group to Kentucky law enforcement. KLEC shapes the training requirements and also ap-

proves the instructors. You have to have good training information and you have to have an excellent presenter. You show me good training and a bad presenter and I will show you training that is not going anywhere, and vice versa. To me, I think the KLEC is the most important thing I have served on in 40 years of law enforcement.

How does KLEC, across the board for all four academies keep things on the same page?

We have to be consistent in the information we provide to police officers. You cannot tell KSP one thing, city police another and sheriffs another and get consistency in law enforcement. They all have their separate identities, especially KSP, Louisville and Lexington because they have their own academies, and the way they present it.

However, I think the meat of the training – your criminal law, traffic law, pursuit driving – are things that we all get no matter what academy we are in. I think the academies are extremely consistent in what is taught and each provides quality training. I think where KSP, Louisville and Lexington branch off is more on policy issues, whereas DOCJT cannot do that because they have police officers from hundreds of different agencies coming and most of those have different policy manuals. Now if we were all under the same policy manual in local law enforcement, I think that you would have the same thing at Richmond that you have at the other academies with a lot of policy being taught.

Quite honestly, in the future, I would like to see local agencies try to adopt and develop a common policy manual. Good policy is good policy whether it is in Pikeville or Paducah. There would have to be some small variances because of the equipment each agency has and things of that nature, but I think our weakest avenue right now is not in training or quality of instructors, but in policy. If we hire the best quality people and give them the best training we can in Richmond, then we send them back to a department that has weak policy, we are not doing anybody any favors. I think where we really need to look over the next five years is law enforcement policy in Kentucky and how we can get more consistent from east to west on having good, strong policy that supports the officer, and make sure that the citizens are getting what they are supposed to be getting.

Police officers who do not have a strong >>

>> KSP, and in some areas they match KSP. As an example, I think the Henderson Police Department has as good equipment, service and quality of people as KSP now. That is not a knock on the state police, that was our goal, so that is a compliment to them.

I'll guarantee Henderson County probably has better equipment than the state police. We had a half-million dollar earmark with which we have bought all kinds of technology. I know our dedication to service to the people is as good as the state police. What I have seen in the past 20 years is that local law enforcement has made great strides to become extremely professional, well equipped and has quality people. That is where we should have been to begin with, but we did not have the means until the academy got started and began improving things.

I'm just really proud of where law enforce-

I think they are getting great law enforcement service.

It has been eight years since the KLEFPF stipends were raised for Kentucky's law enforcement officers. In that time the inflation rates have dropped the buying power of \$3,100 to only \$2,400. What do you think should be done about the stipends?

I think we have to use the money in that fund for what it was set aside for and that is to assist in the training of Kentucky's law enforcement officers. It is being used for many other things right now. And when you start taking from that fund, it hurts all of law enforcement. I think the fund is healthy enough to sustain itself and give us the money that we need, both from an officer standpoint and a training academy standpoint. But there are people that started taking that money and using it for other things and I think they need to leave it alone and leave it in there. It is critical that that money be there.

Also, I think if the fund allows it, the stipend should be raised and I think the fund would allow it if there were not other people in government who were taking millions and millions of dollars out of the fund. Certainly, I think we have to look at periodically raising it a reasonable amount to make it still mean something.

What action do you think should be taken toward the 328 officers not currently able to participate in the KLEFPF system?

I am 150 percent in favor of bringing them all in. I have always felt that way. If you are a qualified peace officer in Kentucky who meets the standards in Kentucky, you should have that money. The fact that there are 328 that don't is embarrassing. I think it is unfair and old fashioned. I cannot imagine why anybody in Kentucky would not want those 328 men and women to have the same incentive that we have financially. We are all trying to make a living for our families, send our kids to school and pay off our mortgages. For anybody who is receiving the money now to say that others should not get it, I just cannot fathom. They absolutely ought to be included in it. Firemen get it, and that is wonderful – they have a dangerous job. Why shouldn't these other law enforcement people get it? J

ment has gone and that it has gone there in my lifetime. I am very pleased and thankful it happened while I was here. I think it has advanced more in my lifetime than ever in its history. I know I was a small part of it because I was on some of these committees and groups that did the research and fought the battles in Frankfort and convinced the people who did not think we should do it.

What I'm looking forward to is the next generation of leadership that comes through still wanting to push those buttons, still trying those things and still risking failure to get it done. And I think that is what we are going to see. I think it is too late now, the train has pulled out. I think progressive leadership is always going to win out over those who are afraid to take a chance.

It all boils down to the citizen. If it does not do the citizen any good then we did not do our job. This all has come down to the citizen, and

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Looking at the Past to Direct the Future

/Keith Cain, Sheriff, Daviess County



If you travel around this country and listen to some of the stories of law enforcement, it truly makes you appreciative of what we have here in Kentucky. When this process first started more than a decade ago, the intent of having statutes to govern law enforcement in this state was to raise the quality of the officers and add a level of professionalism to the service they provide our communities. I believe that in the 10 years since the Peace Officer Professional Standards Act, that has been accomplished all across the commonwealth.

In many of our neighboring states, there are not standards that compare with what we have implemented here in Kentucky. Many states are in discussions with Kentucky's law enforcement personnel about duplicating what Kentucky has done, not only with the Kentucky Law Enforcement Foundation Program Fund, but also with the training initiatives we offer and standards to which we so rigidly hold our officers. That should make all of us proud to wear a Kentucky law enforcement uniform, regardless of whether it is brown, blue or gray.

Though some may argue that Kentucky's standards have made it more difficult to fill positions, especially in smaller agencies where the hiring pool is smaller so there is less from which to pick and choose. I would agree that it has restricted agencies in their ability to hire in terms of numbers and who they want. However, I would vehemently argue that it has not restricted their ability to obtain qualified candidates who actually need to be wearing a law enforcement officer's uniform.

The sacrifice made in not being able to hire a relative or buddy is no sacrifice at all when compared to what our communities gain in enforcing high standards and parameters on those who enforce our laws.

You can only reach a level of excellence by denying those that are not up to par. It is that way with every professional group. No one would seek care from a doctor who couldn't pass medical school or seek legal advice from a lawyer who could not pass the bar exam. Likewise, citizens should not be expected to seek security, protection and equitable treatment from officers who cannot meet the minimum standards set by this commonwealth.

Not only do we owe it to our communities to give them well-trained, highly-qualified, competent, knowledgeable officers, we owe it to our officers to provide them with standards and to equip them with the resources, knowledge and training they need. It is absolutely essential for their well being.

This past June, one of my officers was involved in a shooting when responding to a criminal trespass call. Unbeknownst to him, the individual was a convicted felon. The individual produced a weapon and fired on my officer from a matter of just a few feet. Afterward, the officer attributed his survival of the incident to two things: the grace of the good Lord and the training he received at the Department of Criminal Justice Training. There can be no higher accolade than that for the confidence and life-saving skills we are providing Kentucky's law enforcement officers.

In that same vein, Kentucky's officers ought to be compensated for what they are providing our citizens – proficient law enforcement service at the risk of their own lives. Started more than 30 years ago, KLEFPF stands today as a way to recompense officers for the proficient services they provide to their communities day in and day out. That stipend has stood at \$3,100 per year for eight years. When you factor in the inflation rate, the buying power of that dollar figure actually goes down for our officers and their families.

When it comes to perpetuating the quality and professionalism of Kentucky's law enforcement community, we should not be satisfied with staying where we are – whether in terms of the stagnant KLEFPF stipend or the training we offer for an ever-evolving field. It is important that we take note of how far we've come, but that we not congratulate ourselves and be content with the laurels of the past successes POPS has demonstrated.

