

Emily Blackburn - Two Screen Diva

[00:00:00] **Emily:** Welcome to Analyst Talk with Jason Elder. It's like coffee with an analyst, or it could be whiskey with an analyst reading a spreadsheet, linking crime events, identifying a series, and getting the latest scoop on association news and training. So please don't be that analyst and join us as we define the law enforcement analysis profession one episode at a time.

[00:00:17] **Jason:** Thank you for joining me. I hope many aspects of your life are progressing. My name is Jason Elder and today our guest has over 20 years of law enforcement analysis experience. She spent much of it with the St. Louis Metropolitan Police Department. She spent time with the University of Missouri and is now the Senior Public Safety Analyst for CAP Index.

[00:00:40] **Jason:** She holds a master's degree in Criminology and she is an IACA Certified Law Enforcement Analyst, here to talk about, among other things, ballistics and NIBIN. Please welcome Emily Blackburn. Emily, how we doing? Doing

[00:00:55] **Emily:** great. Thanks so much for having me.

[00:00:56] **Jason:** Good, good, good. How is Missouri

[00:00:59] **Emily:** [00:01:00] these days? Well, it's snowy and traffic's terrible today, but otherwise we're doing good.

[00:01:04] **Emily:** Yeah,

[00:01:05] **Jason:** but I mean, are you we didn't talk about this, but are you a football fan? I mean, this is the the chief swine or is that old news? I mean,

[00:01:13] **Emily:** i'm not a football fan and if I was saint louis is a little salty about about american football. So That's a good point.

[00:01:20] **Jason:** We don't talk about it. Yeah, that is a good point.

[00:01:22] **Jason:** I you did win the lawsuit though, so some money did come back to you. I, I do know that. So that's,

[00:01:28] **Emily:** We do, we do, we, we have, we have the money, which is just as well, and we have soccer, so we're doing just fine. Right. You're, there

[00:01:33] **Jason:** you go. And then and there's Cardinals so too, if you're a baseball fan, but I mean, yeah.

[00:01:38] **Jason:** Correct. You're.

[00:01:39] **Emily:** Yes, we have our stuff.

[00:01:40] **Jason:** Yeah. Okay, before we get started, I just want to let everybody know we are going to have a call in segment shipped to you here in the office. So if you have a story, call into the show. All right, Emily, so how did you discover the law enforcement

[00:01:53] **Emily:** analysis profession? Well, I mean, a winding road, like, like so many, but you know, I got my master's [00:02:00] in criminology, as you said, here in St. Louis. And didn't really know what to do with it, and it was an investigator for the Missouri Attorney General's office, and I didn't really care for that role, didn't know what I was going to do, but my, my partner and I moved to Florida, and Florida was a bit of ahead of the curve with, with analysis.

[00:02:17] **Emily:** You know, in the early two thousands and I applied for two jobs when we arrived down in Miami, a mortgage fraud analysis position and a Medicaid fraud analysis position ended up getting both. But the offers were eight months apart because of hurricanes and the state of Florida couldn't get their offer out.

[00:02:32] **Emily:** So. So I worked in private practice as a mortgage fraud analyst for about eight months and liked it. Okay, but It was a very small private business So when the the state offered me medicaid fraud, I I took that immediately It was closer to where we were living. And closure where you're living is very important in south florida because of traffic So definitely had something to do with it.

[00:02:50] **Emily:** But did that and really really liked it. So Was thrilled with how it went and as I was down there talking to other analysts FDLE, the Florida Department of Law [00:03:00] Enforcement has had some training and took some of that and started seeing what people were doing for police departments and sort of this more typical crime analysis that we talk about, think about and really liked it.

[00:03:12] **Emily:** Applied for a job at Jupiter Police Department where the Cardinals do spring training. Nice. And right, right. Yeah, I know. That would have been great. And right when I was doing that my, my husband got a job here back in the Midwest. Yeah. And within a week of that, a an, an email went out to the listserv for UMSL graduates that St.

[00:03:30] **Emily:** Louis was starting a pilot program for crime analysis. So of course I applied for it since we were coming back to the region and did a phone interview and, and got a phone interview job way before that was a common thing. So came in and started, started right as the pilot program was, was wrapping up.

[00:03:48] **Emily:** So it was really. Not only at St. Louis Police Department a long time, but was one of the first folks that was on that team full

[00:03:54] **Jason:** time. Nice. All right. So just real quick, back to the Medicaid [00:04:00] fraud days, just what do you remember from that? Or what, is there something in particular that you found interesting as you were working those types of cases?

[00:04:10] **Emily:** Oh, that was wild. Medicaid fraud in South Florida is the most fun to, to investigate. I, I, I, I wish I could go back and do it again. I laugh sometimes because I've been to court here in St. Louis and seen people go to jail for And you ride the elevator out of the courthouse with them and it's fine.

[00:04:29] **Emily:** But I got a demo hygienist 90 days once and their family accosted me outside the parking lot cause they don't know the rules of the game as, as it were but just really interesting to see what goes on in the medical field and, and how much money is really just fraudulently accepted out there.

[00:04:46] **Emily:** So I found it to be really, really fascinating. And, and very useful. I, I've used the things I learned there throughout my career.

[00:04:55] **Jason:** Yeah. And I think that is interesting because I certainly you're dealing with a [00:05:00] lot of data and you have to have the attention to detail to keep everything straight. I would imagine.

[00:05:05] **Emily:** Yes. You have very much attention to detail. I remember I did one case, I think it was called operation dirty dozen. In fact, I know it's nice and operation dirty dozen. And it ended up being obviously around 12. Folks that were opening all these shell businesses and had all this money coming in and just fraudulently , billing stuff and moving money in between.

[00:05:27] **Emily:** And so I remember at one point towards the end of the case, I had two of the tall file cabinets full of bank statements and I had to hand enter all of those bank statements into Excel spreadsheets. So by the time I was done, I had like those. Those wrist guards on both of my hands from for carpal tunnel just trying to get it all in but when I went to court, you know any if they use even a dollar amount that was fraudulently obtained from medicaid in any of those accounts to pay off a car or a house and they couldn't use that to make bail And so again, those people really hated to see me [00:06:00] coming because they kept trying to bail out and I was like, Oh, but three months ago, use 1 from that account to pay your car bill.

[00:06:05] **Emily:** So you can't can't hawk that to make bail or can't use your mom's house to as a security to post bail. So very interesting, but super, super detailed and had to learn a lot. And I always tell folks, you just never know where your little side jobs. will come in handy. But one of my when I was in college, I worked as a pharmacy technician.

[00:06:23] **Emily:** I had learned a lot of medical terms and medicine terms and it came in handy. So I always say no job is a throwaway job because almost everything I've done has come back to haunt me and in a good way.

[00:06:35] **Jason:** Yeah, that is serendipitous. When you get to the point where the government starts going after all their stuff, once they prove the fraud and then they're like, okay, we want to recoup some of this money back.

[00:06:47] **Jason:** And so every one of their possessions at that point is, is up for repossession, right? Yeah.

[00:06:54] **Emily:** Yeah. It was, it was crazy. They, they had laundered it, but it would go one, two, three checking accounts over [00:07:00] and. You know, I had the carpal tunnel to prove it, but I followed the trail and yes, , they were not an Emily fan for certain.

[00:07:07] **Emily:** But yeah, this is a really, really fun case.

[00:07:09] **Jason:** Yeah. Yeah. Well maybe they have enough pull that they are responsible for your husband getting a job out of town.

[00:07:17] **Emily:** Maybe, maybe, who knows?

[00:07:19] **Jason:** Let's get rid of her. I don't gotta go. All right. So then when you get to St. Louis, then, so this is, this is you talked about the phone interview.

[00:07:31] **Jason:** It's, this is 2007 that you're, you're beginning this journey and it's, so they're just starting out. So, what is the goal, or what, just take us back to those, those first couple years, you're fairly new to the crime analysis profession, and this is a new position, so , what were some of the things you were trying to tackle?

[00:07:57] **Emily:** I mean, they were, it's so funny to [00:08:00] really think about it. You know, they were gaga for paper maps. So boy, I could put a dot on a map and print it to them or email them a PDF. That was just, we were at the cusp of innovation. And so we did that. We were just starting CompStat. That was all the rage. And I remember we were making Excel spreadsheets.

[00:08:17] **Emily:** And so it took like one person, maybe eight hours to do the percent change, and we had eight police districts of citywide. Eight districts and the districts were broken up into I think three stations north central and south patrols So I'm going to eight until i'm 12 different ways So cut the stats 12 different ways every week versus last year last four weeks It just took forever and I remember one of the first things Well, one of the first things I changed was I wanted a second screen.

[00:08:45] **Emily:** I was a diva I'm like, ha, I need at least, I need at least two computer screens and a good mouse. Like, right. And they thought I was crazy. I'm like, no, seriously, I need another screen and a good mouse. But the next thing I, I think I did when I started innovating was like, we've gotta get, you know it in [00:09:00] here.

[00:09:00] **Emily:** There's no reason for us to put putting these numbers in the spreadsheet. Mm-Hmm. And doing it by hand. And so we got that done. We got the Comstat packet automated, so that saved us like a day and a half and, and moved on from paper maps and, and that stuff. Yeah. So did, that was the first things we were tackling.

[00:09:14] **Jason:** So did you get it staff member assigned to the unit?

[00:09:18] **Emily:** No, but , we were on the same floor Mm-Hmm. with them and they were just around the corner. So we just really built a great relationship with it from, from the start. And, and really it was the brainchild of the supervisor of the programming division.

[00:09:34] **Emily:** So it was, it was her people that ended up doing us the solid on that report, but she was really passionate about crime analysis. And would have loved it to stay in, in programming and development where she was they just, we just couldn't pay her enough programming just pays better than a crime analysis, but she was always interested.

[00:09:51] **Emily:** So it was, we had allies on that team for certain. Yeah.

[00:09:55] **Jason:** Now, so since this is a Metro, this is a pretty large area
[00:10:00] we're talking about you analyzing, right? Cause it's city and County

[00:10:03] **Emily:** combined. Well, St. Louis city to our detriment on the stats is its own County. So we don't have the larger St. Louis County area.

[00:10:12] **Emily:** It's, it's just the city, which is not large, but you don't crime analysis by geography. You, you, you do it by the count of crime. And of that, we had plenty.

[00:10:23] **Jason:** So then in the Comstead, then. Is it the stereotypical violent crime? That's what we're after. And what are you doing about solving these cases?

[00:10:33] **Jason:** Is that the typical thing or did you get into problem solving? What, what, what type of comp stat was it? It was

[00:10:40] **Emily:** a little bit of problem solving. I mean, it ended up being the bait of my existence. I went to it like every Thursday for 15 years, so I could do it in my sleep. But It was a typical concept, very book reporty.

[00:10:53] **Emily:** I had to coach folks over and over again about let's not read the numbers just because we have them. And [00:11:00] it was a consistent. Push from our team to try to get folks into more of the problem solving as we went. So it was a constant battle. Just cause folks get nervous. Always, obviously St.

[00:11:11] **Emily:** Louis has got its violent crime issues. We talked a lot about violent crime, but we ended up getting fairly innovative with innovative with how we would deal with violent crime. And also had our burglary and our burglary issues and. You know, really worked with those car clouding or car burglary, car larceny, it's called a different thing everywhere, but no car break ins.

[00:11:32] **Emily:** And we're talking about, oh, seven, that was when GPSs were just being popular. And so everybody was having just enormous amounts of GPSs stolen from their cars. And just really trying to figure all that kind of stuff out. Yeah.

[00:11:43] **Jason:** Now you said innovative ways to handle violent crime. What were, what were some examples of that?

[00:11:48] **Emily:** You know, one of the things that we worked with a lot of was. St. Louis has quite a bit of vacancy. It's, it's just a problem we struggle with. And so making friends on the city side and really [00:12:00] looking really deeply at vacant housing, we've got a lot of, and this goes through more modern times, a lot of wannabe rappers who are shooting rap videos in vacant houses, dealing drugs out of them, sharing gun caches.

[00:12:11] **Emily:** So we we would work with the vacancy strategy teams. And really help them make their lists of which houses we were going to demolish as a city and which ones we were going to board up and which ones we were going to try to rehabilitate. And we would triage the houses that also had a lot of crime and the blocks that also had a lot of crime to try to get at that.

[00:12:31] **Emily:** So that was one of the more outside the boxes, they say. tactics that we would take. And then obviously we'll talk later about it too, using ballistics to really try to find those shooters and those incidents that are the most problematic trying to apply that old 80 20 rule and find those folks that are doing that 80 percent of the crime.

[00:12:51] **Emily:** Yeah.

[00:12:52] **Jason:** And so this is our you're getting into that 2008 timeframe too when the economy turns.

[00:12:58] **Emily:** Right. Yeah. That's a [00:13:00] lot of play.

[00:13:00] **Jason:** Yeah. Yeah. So then you mentioned actual maps when you first got in there. So, for the ComStat, was it the classic three wing binders that you were printing out every week for a

[00:13:10] **Emily:** while?

[00:13:11] **Emily:** Yeah. Yeah. Classic three wing. Yes. So, we would make them and You know, put them in publisher or PDF and then or PowerPoint and

PDF them and make all these side by side maps on paper and stuff. So, yeah, yeah, we're going, we're going the way back machine for, for younger analysts, but

[00:13:30] **Jason:** yeah, yeah, they and you had to make it for every executive.

[00:13:34] **Jason:** Right. So it wasn't just that you were making one for just the chief, everybody that was on the executive team. And it was, Oh

[00:13:43] **Emily:** man. Oh, they had, we had this little like you know, the binders have the little white sheets on the front where you could slip in like a title page or a cover. And I remember one of my lieutenant colonels got upset because I didn't have his initial in it.

[00:13:56] **Emily:** And so we learned like, it can't just be first name, last name
[00:14:00] must have the initial in it. So you, you learn, everybody has the little

[00:14:05] **Jason:** foibles. Yeah, no, I do find it fascinating too. When, cause I, I found this throughout my career too, is when it comes to regularly scheduled meetings that in the beginning it's fresh and it seems like.

[00:14:22] **Jason:** A lot of people will be engaged and you get some really good ideas and, and maybe some things get implemented, but each and every time eventually the meeting gets stale and it just seems like, oh, it's every Thursday and we're just running through the motions of CompStat and so I'm curious, you talked about doing it for 15 years, just how Yeah.

[00:14:48] **Jason:** The ComStat process changed, or maybe it didn't change over those 15 years. I think

[00:14:54] **Emily:** it did change. I think one thing about being a larger agency or a midsize agency, we're [00:15:00] no, we're no LA or Chicago, but we have about 1500 officers or we did at the time, they're running into officer issues like everybody now, but.

[00:15:09] **Emily:** We should have about 1500 officers regardless. What you found is you had retirement, you had people changing positions. So people would swap captaincies of districts. People would go maybe be a district captain and then go out and do a special squad for a while. So we had a lot of fresh blood coming in and out of Comstead, which I think helped, right.

[00:15:28] **Emily:** It helped it helped you from getting a little stale. And then the person who was in charge of Comstead was generally whoever was lieutenant colonel of community policing. That changed everybody who came in was going to do it completely different and then somehow we ended up in the same spot we talked about changing compstat a lot you know, I got I got promoted about a few years in and one of the first things I did is the The person who was in charge before me was a sergeant and I think that the concept report she gave the chief was no less than 80 pages [00:16:00] long and I'm like, Oh, I don't have time for that because I have to be a working, I have to be a working analyst backslash manager and there just isn't the time of the day.

[00:16:07] **Emily:** So I changed it to like one page. They could ask me, but just overnight they went from 80 pages of everything. They could have asked to one page. I'm like, here's your briefing. Do you have followups? Let me know. And it was fun and that worked. It flew. Yeah, I was, I was surprised, but that flew on day one.

[00:16:24] **Emily:** And I always thought I would rather them ask me and tell them I'll, I'll come back to you in half an hour or an hour and find out then then spend all my time doing that. So freed up a lot of time. We got that. You know, got the report automated got it to where I would email to them so I didn't have to do anything.

[00:16:39] **Emily:** And so we worked on that and then concept evolved as we were able to do more automations and more things with technology, but a lot of it stayed the same too. So it, it, it waxed and waned. For me, for

[00:16:51] **Jason:** sure. Yeah, and it really it's it is interesting is as long as the data is available for everybody.

[00:16:58] **Jason:** It shouldn't be so [00:17:00] much about reviewing the data. It's just making sure what's your strategy to take care of the problems.

[00:17:05] **Emily:** Right? Right. And then I have no poker face. I'm a famous for my lack of poker face. So remember once it was a lieutenant colonel and he said, when the captains are talking, I look at you and I know when they're lying, but you get this look on your face.

[00:17:19] **Emily:** Like, what are they talking about? And I'm like, Oh, no, I don't really have to work

[00:17:25] **Jason:** on my poker face. You and me both. It's funny. I was just talking last week about, about the fact that I don't have a, a good poker face, but I was, I was always afraid when I was working at Baltimore police department, I was like, Oh, if I'm walking down the, Downtown and I see one of the targets or suspects that I've been researching.

[00:17:47] **Jason:** Like how would I, how would I handle that? Because I don't have a good poker face either. So that was one of my concerns at the

[00:17:55] **Emily:** time. Yeah. Now mine's the worst.

[00:17:58] **Jason:** All right, so then let's [00:18:00] let's get into your analyst badge story. For those that may be new to the show, the analyst badge story is the career defining case or project that an analyst works.

[00:18:09] **Jason:** , so it's 2011 and you had already mentioned that it's a, it's a NIBIN case. So, I guess, and just in case, A listener isn't familiar with NIBIN. Let's start with that and then we can move into your case. Sure. So

[00:18:24] **Emily:** NIBIN is the national ballistics network. And so just looking at its shell casings and how they match.

[00:18:30] **Emily:** So I always tell folks that aren't in the know, it's like fingerprints for shell casings. Like, do they match each other? Did they come from the same gun or didn't they? And so we are St. Louis, St. Louis city. We've got a lot of gunfire. And Niven's just starting to be a thing that people in the city are looking for, or people nationally are really looking at.

[00:18:50] **Emily:** And around that same time, our homicide commander bought I 2 Ambulance Notebook, which is just an intelligence linking software. So he buys that and he's like, we really have to figure out [00:19:00] something to do with it. And the same time that both of those things happened we got a new ATF agent in town. Great guy by the name of Joe Frank.

[00:19:06] **Emily:** So all those three things happened at once. And I was in the homicide office quite a bit because obviously we're always number one in homicide. I'd rather have the Cardinals win. That'd be our number one. But we've got, we've got this homicide issue too. All these things happen at once. And as I said before, I never let a lesson.

[00:19:24] **Emily:** You know, go and learn. And I'm starting to look at iTunes. I'm looking at iTunes the way I looked at an old program. I think it was called,

like, RF Flow. It doesn't really matter. Yeah. Looking at, yeah, I'm looking at that the same way. How can I do for Ballistics what I did with Financial Crime? And NYBIN doesn't have unique identifiers.

[00:19:43] **Emily:** So I basically assigned every bullet a social security number or unique identifier. And I started looking at it and these same bullets you show up in in crime and crime time and time again But that's not how our lab processes. So it was just really getting by people Nobody really saw it the way I saw it and I ended up [00:20:00] printing it out on a big plotter paper taking up the homicide and being like I don't know who has this gun, but this gun has murdered 13 people.

[00:20:07] **Emily:** Oh, wow And this gun was also there for 10 of them and this gun was also there for eight of them And this one was down the street for six of them. And we ended up having all of these guns, well over 20 guns. that had been used in over 30 shootings, at least 13 homicides. We're just like these huge sheets of plotter paper and we're looking at everybody that was involved, witnesses, suspects, victims, trying to find people who are repeating.

[00:20:35] **Emily:** So just really detailed work because you know, if anybody's used these kind of link softwares, like any kind of comma or capital or anything that's not exactly right messes it up and you don't see this link. And it gets, it gets very detailed because we had just had thousands and thousands of lines of data.

[00:20:50] **Emily:** So just has to be so nuanced and, and so is, is career defining. But I think all the analysts that came after me and had to pick up, pick up that job probably hate me. . But [00:21:00] we get all the stuff going and, you know. What we end up doing is facing, focusing on these chronic offenders, and we put together a fantastic case for the attorney's office.

[00:21:09] **Emily:** And I ended up doing proffers, going to court, and you know, I think maybe 10 folks plus went away for over 10 years. And they were like really widespread chronic offenders, and we felt that in our assaults the next few years, that they had gone down a little bit. So it's a real success. And from that I went on tour a little bit with the U.

[00:21:31] **Emily:** S. Attorney's Office and the ATF. And we went to a handful of other cities and talked to them about NIBIN how they should do it. More than a few cities just put guns in. And I had to very delicately explain to the police that if you just put in guns, then it never matches to any bullets because that's the way that NIBIN works.

[00:21:50] **Emily:** You know, trying to, it was, that's a funny thing, but it wasn't very funny because they were just like, we're not having any matches. We're putting in all the guns. And I'm like, you have to put up the ballistics to match it [00:22:00] against like, I have to have somewhere to go. So yeah, that was, that's really my, one of my best badge stories, I think just cause it was so impactful and, and it really changed the way that the ACF looked at night in and the way a lot of cities handled that and, and we're able to take some of this police technology.

[00:22:16] **Emily:** And use it to solve cases as this technology came up. So that, that really ignited my passion for, for police technology. Yeah.

[00:22:23] **Jason:** So I remember and I've been in, when I was at Baltimore police department, it's like 2001, 2002. I, so I. And I kind of had the same probably thought that you did, and you certainly took it further, but I, we would just get these text files and email that says, Hey, this one's connected to this one.

[00:22:48] **Jason:** And I always thought I was like, well, why are all these, these are just all sitting in somebody's email or whatever it is. And I can. You know, I posed the question to I. [00:23:00] T. and the executives there, it's like, why don't we build some kind of database out of this thing and have it be automated instead of just emailing out the ballistic information in a text file every day?

[00:23:12] **Jason:** And I didn't do a good job of convincing them, but that's that's my memory of, of NIBIN. So it's, it's interesting to hear your story and where you were able to take it.

[00:23:23] **Emily:** Yeah, yeah, it was good. I, I should have got it into a better database than Excel, but that my legacy is that I did it, but then I didn't get it into a relational database, which is what I should have done.

[00:23:32] **Jason:** Yeah. Now, when you testified did you get much pushback from the defense? , what was their angle? You

[00:23:38] **Emily:** know, the angle for the defense was, well, you can't prove that the gun was in my in my client's hands and all of that. You know, we really, we really built the case on the rest of the information.

[00:23:50] **Emily:** So we did kudos to the detectives on our side and the ATF agents is we really use that information to build our case around, but a lot of our case was [00:24:00] built otherwise really great proffering skills. Really great

work with some of the low level dealers and the people on the periphery That we you know, if we saw somebody who was only in two or three of them You know where we really worked first to flip them and get their analysis of events documented And so we didn't really hinge on the niben itself.

[00:24:19] **Emily:** It wasn't the star of the show It just led us to it So we kind of had to to take the long way around but it opened those doors and showed us where to

[00:24:26] **Jason:** look Oh, I see And then what would your advice on this topic be for maybe our listeners, if they're analysts, and maybe they're just starting out looking at NIBIN data, like what would your advice to them be?

[00:24:39] **Emily:** Just be sure you're putting in ballistics and guns. First of all, you're not getting a headset, maybe why. And, and do better than me, make a relational database and, and some rules about how things are going to be entered, because it all matters. And. You know, I think to working with IT and, and seeing like you said, working with IT and trying to figure out a way to
[00:25:00] do it that, that just doesn't kill you because those come in and just the data entry alone and getting all the details that are necessary to go into like an analyst notebook or other kind of software is just really labor intensive.

[00:25:12] **Emily:** So if it's a priority for you and your team can also be a priority for IT to make it something that's. That's sustainable and manageable. Yeah.

[00:25:21] **Jason:** Now moving on then, as you finished your career with, with St. Louis as a manager, did you do much hiring? I did. Yeah. Yeah. So so what's, I guess, what's your philosophy on hiring or what what were maybe some questions, maybe what were some things that you look for in, in hiring an analyst?

[00:25:40] **Emily:** You know, that that's a great question. You know, I really look for people who had more of the the skillset in understanding crime and how crime was laid out as opposed to the technical skills. I think I, I hired folks for technical skills a few times and those were my more, my most short
[00:26:00] lived employees, right?

[00:26:01] **Emily:** I always had employees that were like, oh, I didn't know it was reading this many burglaries. Was the kid that I hired who was really a GIS whiz, and he came from public health. But he was like, really, is it just

burglaries? I'm like, well, you're assigned, yeah. I mean, I can't, I can't make the crime more interesting.

[00:26:17] **Emily:** It is what it is. So I really focus on folks that are really interested in crime, and trying to make sort of society better, and that sounds like sunshine and rainbows, but the really who find it interesting and want to do the work. I can, I can teach most folks how to do GIS and some light Python coding, light, I might add, but you know, that, that, but those are teachable skills, but you have to want to do it and really be interested, so I ask a lot of leading questions on that end and that's what has really netted me the, The better employees for

[00:26:49] **Jason:** sure.

[00:26:50] **Jason:** Yeah. What do, what about education? Did you, was there an education requirement for analysts? I think

[00:26:55] **Emily:** so. I think that they really wanted, they wanted a master's but they would settle [00:27:00] for a, a bachelor's degree, I think was the rules. And that was the rules that the city put in. We always had three analysts and one police officer assigned to the unit, which I thought was a great mix.

[00:27:10] **Emily:** And I always enjoy the police officer. Neither of my police officers had degrees and they were excellent. So good. So I don't know that that's necessary. But they had probably 10 or 15 years experience on the street before they got to me. So they just, they really knew their stuff. Yeah.

[00:27:27] **Jason:** Yeah. No.

[00:27:28] **Jason:** So, so, and then as I mentioned in your intro, you were certified. So , did you look for other people that were certified?

[00:27:36] **Emily:** I didn't necessarily only because there just weren't that many folks certified at that point. I, I remember my analyst who's, who's now in charge of the unit, Lindsay Maier was, got certified as well.

[00:27:48] **Emily:** And we were one of maybe a handful, four or five units in the country who had more than one person who was certified at that time. And I think that that's, that's changing, and that's very good that it's changing, but You know, [00:28:00] that's that's grown. Yeah,

[00:28:01] **Jason:** yeah, it definitely has grown. And certainly where you can get a certification has grown and the types of certification is grown as well.

[00:28:13] **Jason:** So there's, there's definitely a lot out there. Before we move on from St. Louis, I see on your resume here that you were awarded in 2021. Esri special achievement in GIS award. So what did you, what did you do for that? I

[00:28:32] **Emily:** got rid of those darn paper maps. Oh, okay. And it was a, it was a blessing. So we got the city of St.

[00:28:40] **Emily:** Louis entered into an enterprise agreement with Esri. We never had one before, but that allowed us to parse off and sort of an intranet hub for GIS. And I took all our data and, and, and capitalize again on that great relationship with it and got a. A data dump every morning. And so instead of CompStat being eight days sale, which they complained about, [00:29:00] they could have it fresh at 8 AM every morning.

[00:29:02] **Emily:** And I ended up making over the course of, of the year. So I worked from home for COVID for about a year and a half and was able to, to get about 26 dashboards on the site built up. You know, I wrote, I wrote my code in model builder, Lindsay rewrote it in Python. And you know, it, it really turned out great and I'm super proud of it.

[00:29:22] **Jason:** Yeah. Yeah, nice, nice, yeah, a little bit environmentally friendly.

[00:29:28] **Emily:** Yes, yes. And so much better. Yeah. We were able to do a lot of really cool things with those, with those products. So very nice. Yeah.

[00:29:36] **Jason:** Yeah. Man, anything that you're producing on a weekly basis needs to be automated as much as possible, that's for sure.

[00:29:43] **Charlie:** Mhm.

[00:29:49] **Charlie:** Hi, I'm charlie Giberti. One question that people ask me a lot is how to get respect and buy in in an agency. And I always tell crime analysts on day one, the most important thing to do [00:30:00] is find the biggest police officer in the department and just knock his ass out in front of everybody. And that way they'll all have more respect for you.

[00:30:08] **Charlie:** What I mean by that is find the people who are your leaders, your informal leaders, your high IGEN value people, and win them over one at a time. Wow them. Knock them out with what you can do and how you can make their life easier. And then they'll be the ones who go and get all of the buy in before you.

[00:30:25] **Mandy:** I'm Mandy Kreuger and this public service announcement is for you. Are you tired? Don't feel like doing that response times analysis? Newsflash, neither do I. Go drink a cup of coffee, grab yourself a dirty soda if you're in Utah, pull your weight, don't be a slacker.

[00:30:46] **Jason:** . So , you leave St. Louis. To take a job with the University of Missouri. So I'm just kind of interested what went into that decision to leave the police department and go to the university.

[00:30:59] **Emily:** [00:31:00] Well management is exhausting and management in a, in a place is, as busy as St.

[00:31:05] **Emily:** Louis is really exhausting. And I was just very, very tired. And at the same time, a friend of mine who's a police planner was over at the university. He was a geospatial director and, and asked me to come over and help. And this is right off that Esri award in GIS and was really into GIS at the time.

[00:31:20] **Emily:** So yeah, I went over there and it was, it was great to worked with the university to get GIS into as many academic spots as possible. So. You know, talking from it to everybody from computer science folks to business folks to anthropology folks to digital humanities folks about how they can incorporate GIS into their classes and talking to other teams about things with GIS that I never thought about like physics and math.

[00:31:49] **Emily:** So very, very interesting and different, but I felt like I had a lot of depth in the crime space and this just gave me a little bit of range.

[00:31:55] **Jason:** Yeah, so that that is interesting because [00:32:00] I, I always, when I think of GIS, I said, hey, it's answering one of the, Important questions of where, right. And then you certainly can add more to that to get all the rest of the important questions answered, but it, it starts with where, and that's what, what everybody one of the main questions everybody is looking for.

[00:32:22] **Jason:** So the fact that it gets into everything various walks of life doesn't surprise me. And. You know, even the product, I mean, we've talked

about it on this show a couple of times. I mean, a lot of police departments pay little, if any, for the licensing for because the planning department has the cost and so that's you get situations where.

[00:32:49] **Jason:** You get the software to the police department, and then that's where you have this opportunity to for injury to be in so many different place [00:33:00] department. Absolutely. Alright. But that sounds like it's was. Outside of law enforcement, right? Cause you're getting into a variety of different stuff at this juncture, right?

[00:33:11] **Jason:** It's not just law

[00:33:12] **Emily:** enforcement, right? In fact, it was mostly not law enforcement. It was a complete, almost a complete departure.

[00:33:18] **Jason:** All right. So then , you must've missed it. So then that's where you're at now, where you're a public safety analyst with cap index, right? So you missed it and wanted to go back.

[00:33:28] **Jason:** I

[00:33:29] **Emily:** did. I did. I. I, I love the other. But I just, I got frustrated things, things sadly weren't fast paced enough. Mm-Hmm. , I'm so used to everything. Just moving, moving, moving. Which is maybe it's a, a critical flaw, what they say is my toxic trait. But I I, I couldn't deal with asking the same question.

[00:33:48] **Emily:** A hundred. I, I needed quick answers to quick questions, so I, I saw the opportunity at CAP index opportunity to work with folks that I've worked with before. And who I admired and I took it. Nice.

[00:33:59] **Jason:** So what [00:34:00] does what are you doing for Capenda?

[00:34:01] **Emily:** You know, I'm looking at crime data, right? And I'm looking at crime data across the nation.

[00:34:07] **Emily:** So it's really interesting to me. Because you know, one of my side jobs for many years has been working with a company called CNA. On their strategies for police innovation teams. And so I've worked with a lot of police departments and their crime data and what police technology they integrate. So I already found that fascinating.

[00:34:24] **Emily:** And so at Cap Index, I do that all day, every day is really look at what crime data is out there, how, how crime, how cities coded how they treat it, how they have it in open data portals and. And really looking at that and seeing how that aligns nationwide and really looking at crime across the U S.

[00:34:42] **Emily:** So it's fascinating. So what are

[00:34:44] **Jason:** some fascinating trends that you're seeing? Cause that, that, at that 20, 000 foot level, there's got to be something that you're seeing.

[00:34:52] **Emily:** You know, I've only been there about six weeks. I haven't seen a lot of trends yet. I haven't seen a lot of trends. I think, I think the hot [00:35:00] trend that we all know about is motor vehicle theft and the whole Kia situation.

[00:35:04] **Emily:** But yeah, I'm really just kind of going through and building what our, what our baseline will be, and really trying to, to code everything so that we can make those comparisons. So really just early days yet, but so far it's been really fascinating. Yeah,

[00:35:17] **Jason:** yeah. So you get the typical ones once the prices of metal go up, the catalytic converters usually go up everywhere.

[00:35:26] **Jason:** You know, one, one that I haven't heard of in a long time. I wonder if you would see it is people were stealing used grease from restaurants for a period of time i don't i haven't heard about that in a while but that was that was a thing i forget what they call them grease bandits or something like that i think they used

[00:35:49] **Emily:** to.

[00:35:49] **Emily:** I don't know, but I remember we had that, there was a year or two where it came out of nowhere and then it went away again, but I do remember we had a, had a little blip there with the, because I was like, how are we going [00:36:00] to code this? What do we want to put this in, like to pull it out later?

[00:36:04] **Jason:** Yeah, I know.

[00:36:05] **Jason:** I mean, so that's the frustrating part of that. I mean, probably from your job now that you'll find that it's interpreting being able to have an apples to apples

[00:36:15] **Emily:** comparison. Oh, it's incredibly hard. So, yeah, that's just a lot of the conversations we're having and. And you you have to figure out how to make your bucket small enough that it's meaningful.

[00:36:25] **Emily:** And you're confident that you're comparing apples to apples, but not so large that it loses all meaning. You know, and that's, I think we got a call the other day, it was some cities, business, I want to say business robberies were up and I'm like, well, I mean, what do you mean by business robbery? Cause you know what I'm looking for five of the, the, the location types are down, but specialty or the specialty.

[00:36:48] **Emily:** So I'm trying to get the neighbors category department store is up. And if I'm reading between the lines, cause I do speak cop reading between the lines of this article, I think it was some snatching grabs of some jeans and it was a handful. And [00:37:00] it's one specific location. So 12 12 additional crimes is up by 90%.

[00:37:04] **Emily:** So I wouldn't sweat that across the whole category of business. But again, it's just like, how do you make your buckets? What do they consist of? And, and having that conversation over and over again with folks who don't know crime data as intimately as I do. And so that, that's a lot of, that's a lot of

[00:37:19] **Jason:** fun though.

[00:37:20] **Jason:** Yeah. And I think, man, there's I, it makes me think I just had on the show, Kurt Smith and he. One of his things that he was surprised by, and one of the questions I like to ask every once in a while is what are you surprised by that law enforcement analysis hasn't figured out yet? Like, it was a problem when you first started decades ago, and then you still have today and Kurt, Kurt Smith said I'm really surprised.

[00:37:52] **Jason:** That there's just not a uniform format to data and that you require all records management [00:38:00] systems to put it basically in the same format, or at least have a version all in the same format and that that everybody Everybody Could share the records seamlessly like that. And it is, yeah, it's, I think, I guess I understand why it's difficult for the U S government to come tell local government, what.

[00:38:23] **Jason:** How and how what to do in terms of law enforcement because law enforcement is is really a local Endeavor a local task for

government. So it's I know that's at least part of the equation is the feds trying to Make it universal.

[00:38:38] **Emily:** Yeah, and everybody has these historical codes and and different kinds of penal law and You know looking at you know, what new york calls something versus texas and you know, I I people who don't know crime Baby get all freaked out because you know, it's a it's a car burglary and they're like if that's not a burglary and i'm like No, that's a larceny and they're like that's not a larceny.

[00:38:59] **Emily:** [00:39:00] It says burglary and i'm like, I don't care what it says It's really a larceny. You know, and it's it's that conversation where if you're not familiar with crime dating You're like look you made this mistake and you're like well Just you gotta, you gotta know what they're talking about. Yeah.

[00:39:14] **Jason:** Again, I'm just moving on a little bit one of the things I didn't, I didn't mention during your time with with St. Louis is you being part of a couple of smart policing grants and, and your role in that. So let's, let's talk about that because I've had guests on the, on the show talk that their department.

[00:39:35] **Jason:** received a smart policing grant, but I think you might be the one that has the most experience thus

[00:39:40] **Emily:** far. Yeah. So smart policing grants come out through the Bureau of Justice Administration. And I think they're really great grants, but that's self serving because after doing a few, I actually work for them as a as a subject matter expert on, on the training and technical advising.

[00:39:56] **Emily:** side. So I'm the person that comes to you if you get one [00:40:00] too sometimes. But we did a couple looking at, we've looked at ShotSpotter several times. I think that's a real popular one right now. And also mobile surveillance trailers, anything with license plate readers, anything with cameras.

[00:40:11] **Emily:** I think those are mostly, and setting up crime analysis units. Those are a lot of what smart policing grants are doing right now and have been doing. So working on those, and I really like the grants because they do have a A mandated research component to it. So you have to have a research partner.

[00:40:28] **Emily:** Those are really highly encouraged to be at a university. And they really have to prove if it was good or not. So that's they can make

recommendations on whether that's a good police technology or not. And I think that's so critical because we get shown so much garbage and police chiefs can be like little raccoons chasing after the shiniest object.

[00:40:50] **Emily:** I mean, they do. And if you're at a department with a lot of crime, like St. Louis vendors call you nonstop. They really do. And some of it's great, [00:41:00] and some of it's not so great, and you really have to parse out the difference. So I love that component of an SPI grant. And then they also look towards sustainability too.

[00:41:08] **Emily:** How can you sustain this long term if we give you this grant money? And having seen grants over the years that are just like, here's 50, 000, good luck with that, and seeing what happens on the police department end. I really appreciate what they do. You know, really great grants, a really great team.

[00:41:24] **Emily:** And I do have a passion for police technology and how we use it, not only real time, but in near real time, right? Because we think about it a lot as license plate readers are real time, right? They ding and cop chases the car immediately. But I have really spent a lot of time and even did a presentation at an ICA conference a few years back on how to use that for, for, for a longer term investigations to how to use that data and parlay it into other things.

[00:41:54] **Emily:** So, yeah, big, big fan. Yeah,

[00:41:56] **Jason:** how about you, you mentioned software here [00:42:00] and just curious to get your take on software dedicated to just analysis. . Because you're right, there are a lot of options out there and limited budgets most of the time. So I'm just kind of curious your take in terms of maybe some of the software you like or wish you could have got.

[00:42:19] **Jason:** What's your take on that?

[00:42:20] **Emily:** You know, I I was a big fan of the old attack software that isn't available anymore, and I've never seen anything that does as good a job as simply and easily as that. So if somebody wants to invent that again, I, I think. People are begging for it.

[00:42:38] **Jason:** I don't think Sean can redo it.

[00:42:40] **Jason:** I'm not sure if maybe the Statue of Libertations is over now.

[00:42:43] **Emily:** I don't know. I was so sad to see it go and, and, and Lindsay that worked with me would call him all the time and they were, they were good friends and getting it fixed out. So and I haven't seen anything else after that. So after that kind of went away.

[00:42:57] **Emily:** We started doing it all in Esri dashboards, and that's why I [00:43:00] really leaned into the GIS, because that's what I could get to work for me. And I don't, I don't know beyond that, because we're going for that transition that's really hit all of us, a lot of us, I won't say all of us poorly, which is this transition to neighbors and A lot of, a lot of jurisdictions had to get all new records management systems, and it's been a mess, and I think it's universally, everybody agrees that it's been a mess.

[00:43:23] **Emily:** So I don't know what will come out of that as that gets cleaned up that's good for analysts to really analyze crime as it comes in in a non spatial manner. So we, we kind of focused on what we could do spatially, because otherwise, we're going to have to pull it off and clean it in Excel, and it doesn't save good, and I don't know, know the way around that right now.

[00:43:43] **Emily:** I've been a little too far removed, but hopefully in the, in the interim couple, three years that I've been out of the game at the local department level, something's stepped into that void.

[00:43:53] **Jason:** All right. Well, let's take some calls and we've got some callers on the line and we're going to have [00:44:00] Ask them for shit they heard in the office.

[00:44:03] **Jason:** Oh boy. All right, so our first caller is Brennan. Brennan, what is your shit you heard in the office? Well, Jason certainly an interesting

[00:44:12] **Emily:** experience I had you know, when I was with the Phoenix Police Department on the gang squad, the gang squad was the only squad outside of SWAT that was able to work out in the gym on, on company time.

[00:44:26] **Emily:** And so these guys were hulks. I mean, they, they were probably pushing and, and bench lifting 250

[00:44:31] **Jason:** pounds and they were all built and, and they all wore dark uniforms and they, they operated on the streets at night.

[00:44:38] **Emily:** And as an analyst I used to go around with the gang

[00:44:41] **Jason:** squads and go on patrols with them.

[00:44:44] **Emily:** And so I decided this particular gang squad, I was going to go out with them one night and before they hit the

[00:44:49] **Jason:** streets. We decided to go over to what they would call at the time a granola coffee bar and get some coffee. And this was long before we had Starbucks. [00:45:00] So getting

[00:45:00] **Emily:** a specialized coffee at a coffee place beyond Dunkin Donuts

[00:45:04] **Jason:** was was pretty new.

[00:45:05] **Jason:** And so all these guys rolled up into this coffee joint and they, again, they had dark uniforms,

[00:45:11] **Emily:** they had their equipment on,

[00:45:12] **Jason:** massive guys. And I'm

[00:45:14] **Emily:** kind of standing back at the end of the line behind them as a, as the analyst

[00:45:19] **Jason:** working with them and those guys got up to the front of the line and I couldn't believe it.

[00:45:24] **Jason:** I thought for sure they would order dark coffee, strong coffee, black coffee. And the first guy rattled off something like,

[00:45:31] **Emily:** I want a vanilla latte with sprinkles

[00:45:35] **Jason:** and spread

[00:45:38] **Emily:** over the top. And I thought, man, oh man, ,

[00:45:40] **Jason:** Oh my gosh.

[00:45:42] **Jason:** That is interesting. So are you a fufu coffee person?

[00:45:48] **Emily:** No, not at all. I what it reminds me of is, is in the early to mid 2000s, I was in Florida. It really surprised me when all my detectives who

were almost to a man, ex [00:46:00] NYPD cops, Would want to always hit all the sushi bars and as a midwesterner that was not a thing in the midwest yet but they would want that with their pistachio ice cream and and all of that stuff So I similar not the same but I it's always surprising,

[00:46:15] **Jason:** right?

[00:46:15] **Jason:** Yeah Yeah, and so we do have to you know, it is profiling there. So you got to be a little bit careful, right? You got to be careful on that just because you can brent press 400 pounds doesn't mean you don't like you know 1, 200 calorie coffee, right? Well, that's

[00:46:34] **Emily:** that's what all that exercise gets.

[00:46:35] **Emily:** Yeah,

[00:46:36] **Jason:** that's true. Next on the line is Patricia. Patricia, what's some shit you heard in the office? Yes. So

[00:46:42] **Emily:** I I do have this story and it's actually my fault. I started the shit that you hear in the office. I I remember I called one of my co workers and I was like do you guys know the office is haunted?

[00:46:56] **Emily:** And they're like, no, it's not. I'm like, yes, it is. I'm like, [00:47:00] sometimes I'm here working late at night and I swear that I hear the drawer close and I hear chairs moving. It's haunted. And they're like, no. And then all of a sudden someone from the cubicles could be working at cubicle environment. Someone popped up from the cubicles.

[00:47:15] **Emily:** Haunted the office is haunted. And we were like, yes, the office is haunted. And then someone else was like, I think the office is haunted too. And then all of a sudden there is like this meeting with about six or eight people that has this rumor going around that the office is haunted. And then it gets to our director and he's like.

[00:47:35] **Emily:** I wanted to let everyone know that the office is not haunted.

[00:47:41] **Emily:** We're having this employee meeting or this employee discussion that the office is haunting. So that was my little Troublemaking situation that I had hair in the office spreading rumors that the office is haunted. I still believe it's [00:48:00] haunted,

[00:48:00] **Jason:** but that is, that is funny. Like I that's one of those things that it just.

[00:48:06] **Jason:** Got out of hand.

[00:48:07] **Emily:** Do you never if any place was going to be haunted, it would be an old police department. Like we have a new headquarters down in St. Louis, but our old headquarters was ancient and falling apart and used to have a jail attached to it. Yeah. And yeah, I've been into some stations in Chicago.

[00:48:22] **Emily:** That's the same thing. So, so old, I'm sure Baltimore was, was like that too. So I wouldn't be surprised.

[00:48:29] **Jason:** I didn't confirm this. I can't remember, but it did. I did seem to think, see a headline once that when it comes to like people thinking castles are haunted.

[00:48:41] **Jason:** It's one of the reasons they found is that it's not sealed properly. So when the wind blows, it, it can create this very like low sound that freaks people out. So I don't and you might still have that at old buildings here in the U. [00:49:00] S. I I, I don't know. So she didn't really get into.

[00:49:03] **Jason:** What specifically led to her it's haunted, but it's, it's funny that everybody took it seriously to the point that they had to have an impromptu team meeting. All right. So now we have drew drew. What's some shit you heard in the office.

[00:49:20] **Jason:** Oh man, I got a good one for you.

[00:49:22] **Emily:** So here I am. I'm walking around as a police officer. I've been out there for a few years and I get a call for a homicide. Of course, as you can imagine, stress level gets up. I'm getting amped. I'm going lights and sirens. I get there. Ladies in the front of her house she's like yelling her head off, distraught, and I'm like, where, where, what's going on?

[00:49:41] **Emily:** And she's like saying, she killed him, she killed him! So now I'm thinking, oh my goodness, okay, and then I'm asking, okay, where's, where's she at? What's going on? Where's the, where's the victim? And so she's like, come back here, come back here. So guns drawn, I'm going through the house, I get to the backyard, and I'm looking around, don't see a body.

[00:49:58] **Emily:** Don't see a crime scene, but she's still [00:50:00] distraught. She's yelling. I'm like, ma'am, ma'am, where's the victim? And she points over to this, like, little insect holder. And I kid you not, like, it was a neighbor dispute. The neighbor had come over and killed Mr. Flutters, the butterfly. And so I'm looking at this insect holder.

[00:50:16] **Emily:** There is the dead body of a butterfly that looked like it had been viciously shaken. I get on the radio. I call, like, stand down everybody that's coming, lights and sirens. It's not a homicide. It's an insecticide, I guess, but Mr. Flutters, God rest his soul. Yeah, man, I just, the crazy calls that you get, that's the stuff I hear around my office back then.

[00:50:40] **Jason:** What do you think of that one?

[00:50:41] **Emily:** I'm without words for once on that one. That one, that's pretty, that's a pretty spectacularly bad call. I mean, it's a great story. But yeah, that's, it

[00:50:49] **Jason:** actually, it reminds me just this week, if I, if I can find the video, I'll put it in the show notes for this, this episode, but there's a video of [00:51:00] a Florida officer shooting, shooting at his, shooting at his vehicle because he thought shots were fired and here it was an acorn landing on top of the car.

[00:51:11] **Emily:** I saw that. I know exactly what you're talking about. Yes.

[00:51:15] **Jason:** So, that coulda, that coulda ended bad. I mean, both those stories coulda ended badly as people are you know. Well,

[00:51:22] **Emily:** yeah. And lights and sirens is no joke, too. So, yeah.

[00:51:26] **Jason:** Yeah, yeah, yeah, yeah. So. Alright, next on the line is Josh. Josh, what's some shit you heard in the office?

[00:51:32] **Jason:** I frequently get, did you try turning it off and turning it back on again? Regarding a computer.

[00:51:40] **Emily:** Classic classic IT trope but works from time to time.

[00:51:45] **Jason:** Yeah, yeah, so it is when was the last time you restarted your machine?

[00:51:50] **Emily:** I know, mine was always I didn't get that email from you, and I would be like, look at your junk folder, because I sent it to department wide, and they'd be like, oh, I'm like, yeah, so [00:52:00] now I know that you put me to junk.

[00:52:02] **Jason:** Yeah. That's true. That's true. And you know, I guess that's the first step in all troubleshooting is resetting the machine. That should be, I guess part of, part of every employee's orientation. That's the first thing you do as you get a computer assigned to you. So, all right. Last, but certainly not least is Darren.

[00:52:24] **Jason:** Darren, what's some shit you heard in the office

[00:52:25] **Jason:** well, I had

[00:52:27] **Emily:** been working pretty closely with one of the detectives that I sat next to, and

[00:52:32] **Jason:** he was working on a pretty serious

[00:52:36] **Emily:** database project that had an upcoming deadline. He was the only one working on it.

[00:52:41] **Emily:** Kind of the expert. On, on the on the backside. And so, we were constantly going back and forth and, and he had walked away from the desk to go to the restroom, or grab a bite to eat, and

[00:52:55] **Jason:** left his computer unlocked.

[00:52:57] **Emily:** So, what I did was hopped on [00:53:00] his email, and I

[00:53:02] **Jason:** wrote a very

[00:53:03] **Emily:** well written resignation letter to our major at the time.

[00:53:07] **Emily:** And Little did I know that he was having a one on one meeting with the, with our chief

[00:53:14] **Jason:** and he happened

[00:53:15] **Emily:** to look at his phone and he told me that he came, he realized it and he came running back to the, to the office and I remember he was he was even sweating when he came back looking for Detective Fisher, but the moral of the story is that I don't mess with email anymore on open computers.

[00:53:37] **Jason:** So, so, all right, so if turning it off and on is the first thing they tell you when they assign it to your computer, the second thing is never leave it unlocked.

[00:53:48] **Emily:** That would be number two. Yes, I would think that is the moral of the story, correct. I would think the moral of the story is don't leave your computer unlocked around Derek.

[00:53:56] **Jason:** Or anybody, cause that used to happen to me when I was in the, in the [00:54:00] office too, like that would happen every, every once in a while. And that just like that other call with the haunted, I mean, that was a little prank that got out of, out of control. Cause I mean, that made it all the way to the chief, cause it sounds like maybe the guy left early from meeting with the chief to come running back to the office to find out why the guy's retiring, resigning.

[00:54:22] **Emily:** Right? Yeah, I had a similar experience early in my career where some, it was like a college intern who's helping us did a really good job. And I just jokingly said, Oh, you're promoted. And if we both, if you, if you saw us face to face, knew we were kidding and joshing around. But somebody overheard it and came to my office later and was very upset.

[00:54:40] **Emily:** And they're yelling at me. They're like, you don't have the authority to promote people. And I'm like, yeah, dude, it was, it was. Didn't have to call the Capitol and ask. We, we all knew it was a joke, but so yeah, you never know how people will take things.

[00:54:54] **Jason:** Yes. So that is shit you hear in the office. If you have a story that you [00:55:00] want to share, email us at lea podcasts.

[00:55:04] **Jason:** At gmail. com. All right, Emily, let's finish up with personal interests. And for you, you are

[00:55:13] **Emily:** a Fortnite player. I am, I am a Fortnite player. I find nothing more amusing. And I love the skins and I can tell my husband I got, I got murdered by a banana or shirtless John Cena. Or Predator, or whatever it is, right now it's Peter Griffin and then, then if they're really sassy, they'll do the

bird on you, after, after getting you out of the game, so, yeah, it's, it's a lot of fun, it started like most adults, I think, game, I, my child, when he was eight, was really into it, and then he has moved on, and I have not.

[00:55:44] **Jason:** Interesting. So I did ask my son, cause I don't play Fortnite, but I said, what should I ask you? And he said, he said, what mode do you like to play in? Oh, zero build. Zero build. Okay. And then he said, [00:56:00] do you have a favorite weapon? And if so, what is your favorite one?

[00:56:03] **Emily:** Favorite weapon? I do right now. It is sadly then Striker Nemesis AR.

[00:56:10] **Emily:** If I can get Nisha's, the extra good one from the big boss at Fatal Fields, I think it's called right now, I'll get it. But it's fast. So I, I am a spray and pray kind of fighter. So I need lots of really quick bullets.

[00:56:24] **Jason:** Oh man. So, and then, so this is fairly anonymous, right? So you have no idea who you're playing against, right?

[00:56:31] **Jason:** Correct. Correct. So that is,

[00:56:34] **Emily:** that is, but I have a nemesis. So aim like Idaho. If you're out there, I want to know who you are. Because for some, and I think that it's regional grouping. And so I'm always in group with somebody who's, whose username is aim like Idaho. And I've killed him several times.

[00:56:50] **Emily:** They've killed me several times. It'll say that, but I have no idea who it is. So if you're out there, my eyes on you.

[00:56:56] **Jason:** Yeah, that's like noob 69, right? From the [00:57:00] Marvel thing. So, oh man, that, that is. That is funny. Wouldn't it be even funnier as if it was another analyst?

[00:57:08] **Emily:** That would

[00:57:12] **Jason:** make it perfect. So, all right.

[00:57:17] **Jason:** Well, very good, Emily. So our last segment of the show is words to the world. This is where you can promote any idea that you wish. What are your words to the world? My

[00:57:26] **Emily:** words to the world is that I find analysts spend a lot of time thinking about and hearing about what else they can do. And I want to advise everybody to take time at regular intervals, at least yearly, if not quarterly, and think about your roster of work and think about what you can stop doing.

[00:57:43] **Emily:** Just absolutely quit doing first order business. And then also, what messes are you cleaning up that should never have gotten to your door? That another division really needs to clean up for you before they get it to you. And last but not least, what processes are you repeating that you can [00:58:00] automate? If you can get those three done, it's going to have so much more time on your plate to do the new stuff that people are coming at you.

[00:58:06] **Jason:** Very good. Well, I leave every guest with, you've given me just enough to talk bad about you later. Great. I do appreciate you being on the show, Emily. Thank you so much. Can

[00:58:17] **Emily:** you be safe? It's been my pleasure. Thank you, Jason.

[00:58:20] **Emily:** for making it to the end of another episode of Analysts Talk with Jason Elder. You can show your support by sharing this and other episodes found on our website at www.leapodcasts.com. If you have a topic you would like us to cover or have a suggestion for our next guest, please send us an email at leapodcasts@gmail.com.

[00:58:39] **Emily:** com. Till next time, analysts,

[00:58:41] **Jason:** keep talking.