

Jonathan Sofley – Just Say No

[00:00:00] Welcome to analysts 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 beat that analyst and join us as we define the law enforcement analysis profession.

One episode at a time.

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 17 years of law enforcement analysis experience. He started with Austin pd, worked at Dallas Independent School District Police Department, and now is at North Richland Hills PD all in Texas.

He is an active member of the Texas Law Enforcement Analyst Network, also known as Text Lane. Here to teach you how to say no. Please welcome Jonathan. Jonathan, how are we doing?

I'm doing good. How are you doing,

buddy? I am doing very well. I am glad that you reached out to me. We had [00:01:00] met at the I A C A conference in Chicago and we are doing a little qu quote, pro quo with one another.

You are obviously a guest here today on my podcast, and I am going to be teaching a webinar for Text Lean in the Spring,

which I'm super excited about. Yeah.

So yeah, now, so I got some time to prepare and act like I. Know what I'm doing. So

they continue to make it. Yeah.

That's what you right.

. So we want to talk obviously about your contributions to the profession. Talk a little bit about UHT Lean and the ICA Conference being in Dallas next year.

And we're also going to take your calls. We are gonna play shit you here in the office, so get your calls in if you want to participate.

All right. John, how did you discover the law enforcement analysis profession?

Well, like many of us, I couldn't get a job right out of [00:02:00] undergraduate, so I went to grad school and then I really needed a. After grad school because I didn't wanna be homeless. So I started looking about six months before graduation.

Ended up thinking to myself what sounds like it'd be a really cool thing to work in. And so the early two thousands I typed into my web browser crime analysis. I was like, that sounds like it's a real thing. And it was. So I applied to a couple different agencies. I ended up getting an interview with the Austin Police Department.

And then they called me back and said, thank you, but you're our second choice. We'll call you if we have another position come open. And about a month later, they called me back up and said, Hey, we wanna offer you that job that we didn't wanna offer you before because we couldn't make the salary work for the other person.

And I was like, you wanna pay me how much they told me? [00:03:00] I was like, Oh, think in my head that's more than the police in Florida wants to pay. I think I'll go to Texas and move out after five years. And that was an ungodly number of years ago and I'm still here in Texas.

Oh man. So what was the interview like?

So the interview was pretty interesting. I had to do research and figure out what is crime analysis actually. And I had pretty good answers. There was like one answer that I flipped, like the types of crime analysis. I flipped two of them around and they were like, oh, these are actually da da da.

I'm like, oh yeah. But I had worked in the past for a city as a temp employee. I've worked for municipalities since I was about 16. So just sticking with government, it works for me, , but I had worked for a water sewer utility and one of the things that I had to do was learn how to do gis. And so way back [00:04:00] in 2003, I got certified by Esri and God, what was it like R eight 8.1?

I think at that point it is completely different now from what it used to be , but I called up the lady that was over the GIS for that city. I was like, Hey, I have this

interview and they wanna see some mapping stuff. Can you like print out some of the things that I did? And so she printed out a couple maps of orthos that I had hand.

Like do you, I don't know, do you remember when you used to have to take the orthos and like connect them up manually yourself? So I had to do that for the entire city, well actually the entire county because they covered the county. And then I had like, hand drawn all of these shape files for a historical district.

And so they they gave me that Rolled it up a little tube, took it. And the first thing that the lady who was in charge of the interview said, when she looked at [00:05:00] him, she was like, wow, these are some really great orthos. And I was like, oh yeah. I was the person who had to put all that together.

Cause she, and she's like, wow, that's really impressive. Your mapping skills are really impressive. And so that was pretty much it. And then they're like, Hmm, maybe you can be better as a planner. I was like, yeah. But ended up as the analyst position. Wow.

What I think back about it.

, number one, I'm glad that the interviews aren't recorded cuz I can't imagine, watching my first interviews for my first jobs trying to convince people that, well, your skill set, especially if you're trying to fake it until you make it type effect. And the, the second thing is I didn't have to do.

What you were just describing in mapping, but with those mapping programs, I swore at them more than any other program that I ever used as an analyst. Especially early in like ARC Map [00:06:00] or ARC GIS 3.2 or whatever it is, 3.3. Man, it seemed like I did so far in almost every project I had at least one crash of that program.

I have , thoughts of horror when I, when I think back at some of those projects that I was using mapping on, well,

mapping actually ended up being one of the things that I was really good at down to. I was in charge of the plotters because I knew how to use them and like do the little maintenance and everything.

, which worked for me because then everybody just came to me and I showed them how to like print everything out on the plotter for things. And they were

always like, wow, that's really cool. How do you know how to do that? And I think to myself, I looked at the instruction annual .

Oh man. Do you have plotters now?

We were just talking about this last week with Rachel. Songalewski do you have plotters now , at the police department?

I don't have a plotter. There is a plotter over on the other [00:07:00] side, on the city hall side of the building. Where the GIS lady used to sit. She just retired.

Really nice lady. So they're, I guess, gonna fill that position at some point. But there was a plotter over there and I was like, oh, look, it's a plotter. . Like, it's been a while, buddy. Hi.

. So when you get to Austin, first job, first crime analyst position, take us back to going into the office for the first time, because you are from North Carolina,

so . Austin was brand new to you,

right? Yeah, I moved down there and then about a week later I started work. Mm-hmm. and I didn't know a, so didn't know where anything was. Mm-hmm. the, I asked the apartment complex where the grocery store was, and they told me, oh, it's just down the street.

And I kept driving up and down the street looking for the grocery store and I couldn't find it. Are you familiar with any of the Texas grocery stores [00:08:00] by any chance? No. So Central Texas. And it's slowly coming up here to North Texas, but they have heb, which is the best grocery store, but this grocery store had like lawn chairs and fire pits and things like that sitting outside.

So I was driving by and all I was thinking was, okay, well there's a home improvement store, but where's the grocery store? And all the native Texans will walk me now. But

hey, that was, Hey, you need to pick up the steaks and you need to pick up new lawn shares.

Exactly. Exactly. But then I figured out it was the grocery store finally.

And I was like, oh, okay. But yeah, it was New City. New State knew everything. Starting from scratch made it work. All right,

so then what did, what were some of your tasks at the very beginning?

So just like the general, like crime [00:09:00] analyst things, read reports. Document them in a database that you've created in access , look at them, see are there any trends?

Are there any patterns? Work with the detectives on things. Make bulletins of course you can't forget making the maps that you have to do with all that. And of course, the most important thing, figuring out where you're gonna have lunch for the day. .

Did you do more data management Or , what did you mainly eventually work your way into?

Because in the beginning, you do the, the normal crime analyst stuff, but then you kind of find your niche. And get into a project that you can sink your teeth into and really enjoy.

Yeah, so I did the regular crime analyst stuff and because I was good with the mapping programs, I did a lot of the mapping.

I actually, way back, I wanna say I don't remember when it was. [00:10:00] Maybe it was like 2008. , somewhere between 2005 and 2010 national Institute of Justice was working on a program and they were pushing crime Stat three. Mm-hmm. . And they had like two grant funded opportunities to go do this training.

They, I think one in like South Carolina I wanna say, and the other in Denver. And so I applied for that and I got accepted into it. My bosses were like, okay, well we're not paying for that. I was like, you don't have to. And they were like, oh, well then go. Go, but when you come back, you have to teach everybody how to use it.

So I went up there, spent the week learning crime stat three really enjoyed the program. It was you know, what's, you know, what crime Stat three is, right? And things like,

yeah, I've used Crime Stat three, but there's probably people in the audience that have never heard of it.

Well, Google is your friend for that, but crime STA three was [00:11:00] a statistical and mapping program.

So you would put information in. And you would get statistical information back as well as shaped files and point files for that statistical information that you could bring into Esri. And so I started using a lot of that when I came back. And it was great. It helped me like narrow certain fields down when I was looking at things in a statistical manner.

And that's kind of what pushed me more to looking at things with like a more data focused like view for things, which is what I work with now, is I look at everything as a very data driven approach to policing. So I'm working on data type issues to find best places and times for patrols to go to more than researching suspects, but we'll get back to [00:12:00] that later.

Yeah,

so, so just to drive that home though, give an example of something where you would use crime stat three and bring it into rgis. Oh yeah, definitely.

So I was in charge of working on a lot of the property crime for downtown Austin and the central part of Austin.

So like, we call it like Central West, and if you look at a map, just take everything north of the river up the up 30, then follow that next little highway and then find MoPac, which is the other little highway that goes down, and then find that little arm that drops down on the other side sometimes. And I was looking at things there, and so I would use that to.

Like justify, hey, this is really the area of concern for like these burga vehicles. Because you know, the bosses are always like, oh, well this person over here on 1, 2, 3 Main [00:13:00] Street is complaining that they have a lot of crime. And I come back and be like, no, no, they don't. But if you look here, you see there's a statistically significant like clustering of crime right here.

And when we look at the days and times, we can see we have an issue right here that we should focus on. And so that's kind of what I was pushing with that.

And then how did that go over in terms of using , that there was statistically significant.

It went, it went over well, it went over well.

I don't think anyone else there used that program. Mm-hmm. , I couldn't get anybody to get on board with it really. So I, I doubt they, they've ever used it since I left. I hope they would though, but I found that it was a really useful product. I actually still use Crime Stat three in my current job because Oh my, I like it better than crime Stat four,

I didn't even know that was out there. Still kicking and screaming . that's impressive, huh. All right. Well this [00:14:00] brings us to your analyst badge story, and for you, it's 2008 and you're dealing with the identity

theft. Yeah. So I'm sitting in my office one day and the. I wanna say he was the lieutenant at that point of the financial crimes division came up and asked if I would help them with something.

They didn't have an analyst assigned to them. And we had worked together in my original posting where he had been a sergeant. So he had a really good working relationship

so he's like, Hey, we're looking at this identity theft case for this lady. We got a tip from, I wanna say it was Walgreens or cvs. It was one of the two that c. It was cvs, they tipped off the Texas Pharmacy board because there was a complaint of a prescription meet Ms. Phil at the pharmacy that the lady was working at in Dallas, but she had transferred down to Austin [00:15:00] at that point.

So,

and just for those that don't know, how far is Dallas to Austin?

It's like a one hour flight or a two and a half to five hour drive, depending on construction. Yeah. So

that's kind of an odd thing to do. Yeah, it's, I

mean, it's not that far. It's, yeah, it's like a, you can day trip it down there.

I mean, this is Texas. 200 plus miles. That's a day trip. We'll go out there and come back. We don't care. Mm-hmm. . But, so I like started looking up her information and compiling things together. Had been using accurate at the time. So I ran her through accurate. I was like, huh, there's some suspicious stuff going on here.

Some of this doesn't match. So I was running more things or more things. And then at some point I'm sitting in my little cubicle and financial crimes guy comes back up and he's like, Hey, we. Need to have a meeting with you. And I was like, we, I [00:16:00] was like, okay, sure, whatever. He was like, well, we got called by some other agencies.

I was like, okay, cool. Whatever, whatever. Let's get this done. And he was like, okay, well it's the Department of Defense along with the Social Security Administration and the DEA . I was like, okay. He was like, and we're gonna talk with the US Attorney General down here in Austin. I was like, all right, well this is, this is interesting.

What's going on? So a lot happened. I actually wanted to do this as like a case study, but it brings up more questions than I actually have answers to because it's been so long ago and I don't have access to the people that would have those answers at this point. So it's kind of disappointing cuz I, I like, did like a whole like, PowerPoint presentation for, and then I did a focus group and they were like, oh yeah, yeah, [00:17:00] we wanna know da da.

I was like, Hey, yeah, I don't think I'm gonna do this as a presentation. .

Yeah. So what was exactly going on? Cause it seems this person was pretty well connected and you were just looking at her based on the prescription alert that came out.

So the Department of Defense was looking at her because she was Getting benefits.

She had gotten some cat cards and was using that to do healthcare and benefits. And at one point on base housing, well, she never finished basic training. She was kicked out. She was also portraying herself as a lieutenant and a doctor to them when she'd have to get new ones. So they were like, huh, yeah, that's not cool.

Well, the DEA came in because, well, she had been doing these prescriptions and she had filled a lot of them that she probably should not have [00:18:00] like a lot, like I wanna say the total number of prescriptions she filled was, I'm just pulling up the number right now, about 44,000 prescription. Wow. And of those she did over 355,000 doses of controlled substance.

So,

but, did she actually work for

the pharmacy? Oh, she was working as a pharmacist. She stole the identity and the pharmacy license , of a licensed pharmacist in Texas. And she was working as that licensed pharmacist. She'd also worked as a licensed pharmacist in New York state.

So of course you see why the DEA is even more interested. She was doing,

In New York. Yeah. No, I was just, I was watching one of those documentaries on fentanyl or whatnot, and it, they were talking about that, how [00:19:00] pharmacists don't actually run a report to where they see what all their prescriptions are.

So they would have no idea if their numbers are being used in a different city. Right. Exactly. That's not on their radar at all. I mean, maybe it is now because everybody was stealing this. This is the common occurrence in any type of pharmacy fraud that people are just using different numbers and getting prescriptions filled and sent out and everything else.

But back in. Two thousands , nobody was paying attention to how often their numbers were actually being used so that pharmacist probably had no idea how much prescriptions were on the books. For him or her? Oh

yeah. Nothing at all. And she had originally worked as like a pharmacy tech.

Mm-hmm. . So that's how she knew what to do because she had originally worked like way back in like [00:20:00] 2000 to like 2002 ish. As a pharmacy tech. And she'd worked at some Walgreens, she'd worked at some Albertson's. She had done all these little things and I was like, oh, okay, well that's interesting right there.

So I took all that information and I took everything that I was getting out of accurate, and we looked at every single aspect of this lady's life down to the fact that we discovered she had three marriages. One of them, we couldn't find a divorce record for before she married her third husband. So , we may have tipped off that state about that she got that marriage done in about some possible going on.

Cause we, we know there ain't gonna be no brother husbands right there when they're not together, man. That's,

Well that's [00:21:00] probably the least of her worries at this point after what you just described in terms of the number of, prescriptions that she was responsible for fraudulently creating.

Yeah.

Overall I went over, I went through about. 1500 pages of documents and data. Wow. Like looking through everything nitpicking, finding relations, finding things that don't match, and then looking and finding where that actually went. Worked with vital records. So I had to like, go look up marriage, death, and divorce.

Records, birth records, looking all these things, trying to find little connections to tie things together. And I, I did a pretty decent job with it enough that I put together a really cool chart and I too, which I had at the time. Mm-hmm. like. With kind of like a link chart showing her family and the three husbands.

Then a timeline, showing the timeline for everything [00:22:00] that she had done then all the information about the prescriptions that she had done. , it was a lot of work. It was actually the only time. I've ever been asked to actually go to court where I thought I was gonna go to court.

Listeners, as long as you can give and have a track record of giving great information and data that nobody has questions on, you don't have to go to court. . I say this from experience where I've had prosecutors and defense attorneys go, Hey, your information's. We're not gonna have you come to court.

So just ignore that subpoena because you're not coming. And if we think that you're gonna have to come, we'll just give you like a 30 minute warning and let the judge know that we have to get you here, but you just do your thing. They're like, we don't want you having to sit around all day because you help us

Yeah. So,

so were you printing out [00:23:00] these charts on the plotter and submitting those

as evidence? So I had printed out . The holding on the plotter, which was really cool. We enrolled it, showed it to the US Attorney General. He got really excited about it.

So being like the data type nerd that I was And I like lucked out because that AG was one too. We were like, how can we show this best in court? And I was like, Hey, I have a role of Mylar that I've been waiting to use. And he was like, what's that? I said, it's clear paper.

I was like, I can print the base of this and then we could just flip it over and over and build it up. He was like, that's so cool, . And I was like, yeah. And we were like all excited and I never got to print it out on the Mylar. Oh, bummer. I, because they took the product that I made. [00:24:00] They showed it to the suspect who had already been arrested and her lawyer, and she immediately took a plea deal.

Oh, like her lawyer basically looked at her and, and I don't know what really happened, but in my mind, her lawyer looked at her and he goes, Molly. You endanger girl

Oh, that's, that's funny. So what did she get?

So I know that on January 15th, 2010, she was sentenced to the maximum sentence of five years by the Travis County Courts for possession of controlled substance by fraud schedule three slash four.

She was charged in 2008 and sentenced in US District Core Western District of Texas to seven years in federal prison for distributing narcotics, aggravated identity theft, and social security fraud. Remember how said I tipped off some people in New York about staff? Mm-hmm. well, She was charged in 2009 in the US District Court, Eastern [00:25:00] District of New York, for additional distributing charges for her work in New York.

She served at state and federal time consecutively and got out of federal prison in 2014. And I wanna say she lives in the El Paso area now, hopefully a crime free life and has learned her lesson. Yeah, man.

Hmm.

So

, do you enjoy working? Big cases like this as opposed to, you talked in the beginning about using crime STA three and identifying problem areas.

, there's that type of analysis work, and then there's these really big cases that you're the, the lead analyst on, which you prefer to work on. I

mean, I, I like 'em both. The, the data stuff is gonna happen more often. Mm-hmm. , that, that's just the, the way it goes. I mean, it's fun to do this. There's that adrenaline rush as you're putting things together.[00:26:00]

But I know that Day to day, I'm gonna be focused on just pure data, and that's part of the marching orders that I have in my current position.

As you mentioned that you leave Austin and you take a planning analyst role with the Dallas Independent School District Police Department.

Let's talk about the decision to leave Austin and to take. Position,

it came down to more money. . I, I loved working in Austin. I loved working with the people there, but Austin is so unaffordable. It's even more unaffordable right now. Mm-hmm. I, I, I know that I, in my current job, I make more than people who've been in Austin for 20 years.

So it was about the money I could not afford to be destitute and possibly homeless while working . So I said farewell. So I took a job with the Dallas Independent School districts police [00:27:00] department. It is the 14th largest school district in the United States. It is the second largest in the state of Texas, and it has a land mass that the district covers that is like over 340 square miles with over 280 different buildings and facilities with student and staff population of, let's call it 180 ish at the time when I started.

So, A small size city. Mm-hmm. across a very large area. So they hired me to be a crime analyst over there. Well, Very soon into, into working there, I realized they did not need a crime analyst. There are so many cameras in that school district, that the majority of things were self solving. Yeah. What they needed was a [00:28:00] planner, which convenient for them.

I had them planning work in Austin, so I just started pivoting things cuz they started adding different tasks to me, different assignments until I was like really overworked and that job, while some great people there taught me some very valuable lessons and. One of those lessons is to say no. Cuz I didn't say no for a long time.

And when I left, it took eight people to take all my responsibilities, . I was doing everything. I was managing our servers, I was managing all of our databases. I was part of internal affairs. I was part of the chief's office. Obviously I wrote the entire policy manual there. I by right? I stole a lot of things from other places as what does when you're writing a policy manual.

I'm not [00:29:00] stupid. I just didn't know how to say no for a while. And the last few years I was there, I said no a lot and. That made things a lot better for me. But yeah, I was the custodian of records for the department. I did all of the open records requests, I did all of the legal things for the department.

So anything that was involving the district's legal department went through me and I did that. And I had a really good relationship with the lawyers over there. I did technology purchasing. I did contract negotiations. Cause hey, nothing says prime analyst, like let's go over contracts. So . Yeah. Yeah. So, so

in terms of the planning aspect of, of this position or what you, it morphed into, what were some of the [00:30:00] things that you were working on?

So I worked on a bond project for the district I worked on. Remember how it said I was part of Internal Affairs? I was the person who procured all the internal affairs software. I managed it, I ran it. I taught everyone how to use it. Nobody paid attention to the training, so nobody knew how to use it.

Even though it was literally all dropdown menus. Cause dropdown menus are hard . That is one of the things I learned. I was working on body cameras and in car video before I left. Then the biggest thing was really the policy manual, like that was over a year of work right there, pulling things together, hurting the kittens together to actually review it down to where I finally had to have the chief set twice a week meetings and read the entire policy manual to the command staff [00:31:00] so that they would review it.

So, That went more from planning to babysitting at that plane, but it got what needed to be done. Done. Yeah. Oh, I also managed our RMS over there and so I had to do a lot of stuff in the RMS system, including a complete readdressing of it. Yeah.

Hmm. Well, you, you mentioned the idea of you eventually had to say no.

I'm just envisioning with all these projects that you're involved in, your contribution, only so much could get done each day. Right, exactly. So, so you had all these open projects and none of them were getting off your plate because , there's only so much you can do in a day.

Exactly.

And it was just overwhelming and it didn't help that there was a certain Manager over there who. Just do their work on everybody else [00:32:00] and

was basically a bully. And then finally like took me to getting to my breaking point to tell our previous chief when he was there, Hey, I cannot and will not work for this person anymore and I cannot keep taking things on cause like something can be done about this or I can leave.

Well, they moved me to work for somebody else, . So

You had too many hands in the cookie.

They were not happy when I left. , and I explained it to 'em why I left. But they weren't too terribly happy. I believe I'm still a persona on grata over there. . ,

sure. You go the speed limit when you go, you travel.

Yeah.

But yeah, eventually I had to just start saying, Hey, no, I can't do this and this is why, or no, we're not gonna do that. And this is why. . And I really started doing that a lot when they gave me control over the RMS system because they wanted to do certain things. And I was like, no, we're not gonna do that.

This is why we're [00:33:00] not gonna do it. This is what we can do instead. And they were like, oh, okay. And I discovered, Hey, I have more power than I thought. I can say no to things as long as I can explain to them why I'm saying no, they seem cool with that . And so I just ran with it. . And that mindset's actually one of the things that. They liked about me at my current job. When I was interviewing with them, I was like, Hey, I'm gonna flat out tell you no, but I'm gonna explain to you why. If I don't have an explanation right away, I'll get you one.

And they were like, oh, that's interesting. Nobody's ever done that before. I'm like, yeah, I don't wanna waste your time or my time. Cause I spent several years wasting my time. I, I just didn't wanna do that anymore.

Hi, this is Paul Arnold and I just want to tell you the difference between the fast lane and the passing lane is that you're supposed to be passing in the far left passing lane. [00:34:00] Even if you think you're going fast enough, get out of the lane.

Hey there everybody, this is Albert Messa and I'm here to ask you a very important question.

Have you ever done a sit along with the dispatcher? If the answer is no, and you're currently an analyst, you're missing out on a huge piece of the data puzzle. Not only will you open your eyes to how data is captured, entered, and coded, you'll see how calls are prioritized and dispatched and get a true feel for CAD data.

You'll get to see it in a whole new light and use it as a tool in your analysis. And who doesn't wanna sit with the true first responder who probably saved a life right before they sat with you?

This is Jennifer Loper. Good friends, don't care if your house is clean. Take care if you have wine.

Now when you look back, is there a particular project that you're proud of or maybe your favorite project, cause you were there 10 years, right? This is something I was there 11 years. Yeah, 11 years. Sorry, my math's bad.

[00:35:00] So you were there 11 years, . Now it's been a couple years since you left.

What's your perspective?

I mean, it's turning in my notice an acceptable favorite project. . Okay. Your second one? Gee. I would say probably fixing a lot of the problems that were going on with the addressing in the RS system. I completely redressed it. I went in there with the dispatch manager, who was the other person who was supposed to actually be in charge.

She didn't know really what to do and the previous one had left and I had really run it even when he was there anyway. And we were all friends, so we were like, Hey, and we all knew that there were these problems, but we fixed all the address in. We set up districts for everything to actually be able to be searched for so that you could get reasonable information out.

We fixed all of the mapping that was in the [00:36:00] RMS system cuz none of the XY coordinates were right. So we went through every single location and put in brand new XY coordinates so that when you would click on the map it would show you exactly what you needed instead of not having anything at all. We update.

All the contact information and there, and then we fixed the call sign issue, which really pissed off the officers and sergeants cuz they got really mad about

it because they like to just use like generic things. So there was their eight sectors. So they would have the officers as S 1 0 1, S 1 0 2, but then.

That officer went to a different district, say S 1 0 1 went over to like S four oh and became S 4 0 3. Everything that was connected to S 1 0 1 went over to whoever the new S 1 0 1 was. Everything that was with S 4 0 3 went to whoever the new S 4 0 3 was, and I was like, Hey, [00:37:00] we're not getting accurate information.

I said, we know that we have a drop dead date at this point where from here on out, we know. This call information is accurate for who is actually there. But in the past, no, because y'all changed it so much, you've moved people around so many times that you would pull something and you would look at the CAD sheet, and then you look at the report and it would be completely different people for what was showing up in CAD as attached to the call as who actually wrote the report.

I was like, we can't have that. And so I implemented a whole new call sign system based off of their badge numbers, P for police, S for sergeant, D for detective, C for command staff people, and it. It because if someone promotes, there's still say you have P 1 0 1, promote to S 1 0 1, that's fine [00:38:00] because all their stuff is still gonna go with them.

You're gonna know, Hey, this is still the same person. And so just getting that data cleaned up, I think that's probably my biggest accomplishment over there is fixing something that was broken for so long by telling them no to something being stubborn and pigheaded and refusing to listen to them at all because I was right and they were wrong, which, Was true, but it didn't make me super popular with some people for a while.

And then other people were like, well, that makes more sense now. I don't have to remember who my call sign is. And then when the sergeants were like, well, I'm not gonna know who my officers are, we're like, well, did you know who S 1 0 1 was? No, but I knew it was in my sector. It was like, well, maybe, maybe you could just look at the kid and it'll show who the person is.

Well, let's talk about North Richland Hills then. How did that police department

get on your radar? So, while I was working for Dallas, I s d, I bought a house over in Fort Worth [00:39:00] because it was affordable. And so I moved to Fort Worth and I drove back and forth to Dallas from Fort Worth every day for four years.

And it was getting old, I was getting tired of all the extra work that I was doing and filling, underappreciated, and I was looking at jobs in different places. I was actually trying to move to the northern Virginia, DC, Maryland area. Oh, okay. But always the bridesmaid, never the bride. I was the second choice finalist for many mini a position.

I feel like I should have gotten like a mis congeniality award for that at the end. Oh,

or the Susan Luci award. Yeah, the Susan Luci

Award. That's what I need. The Susan Luci Award, always nominated for the daytime Emmy, but I never got it. But yeah, so I had seen that there was a position in North Orland Hills that came open and it came [00:40:00] open 2019 at the beginning of the year.

I was like, huh, that's interesting. So I applied for, maybe it was towards the end of the year, but it was in 2019. And as we know, the wheels of government. Move slowly. So I get an email, they're like, Hey, we'd like to give you an interview.

Fill out our background packet form. And I'm like, oh. I was like I have to fill out a background first. I was like, I'm not worried about passing the background. I know that's gonna happen. I'm worried about you looking at what's in my background packet and seeing the name of my spouse and discriminating against me instead.

Yeah. Which did not happen. But that, that fear was in my head. This is Texas. It's a very conservative state. But, so I sent that in. They were like, this is great. We're gonna work on this. And then the pandemic hit mm-hmm. and I didn't hear anything from them until it was [00:41:00] either late.

2020 or early 2021 and I got an email saying, Hey, so sorry that it's taken so long. Are you perhaps still interested in this position? And I had been passed over by several things in the, greater DC area. I was dejected and I was like, oh my God, I'm gonna die Dallas, I s d. I was like, I have to spend way too long here to collect the pension.

Cuz it's 30 years there and Texas hates teachers, so it's not a great retirement system. Yeah. Texas

hates teachers. That's a bumper sticker.

Its a bumper sticker. . But so I was like, Hey, yes, sure. That sounds great. And, and I'll let you know, I applied for this job partially because it is 15 minutes from my house.

Yeah. I also was like, huh. See their salary range [00:42:00] and if they're not willing to pay the top of their salary range, they shouldn't really post that. I applied went through everything, was talking to the c I D captain, and then he like sent me an email several weeks later like, Hey, I'm actually switching units now.

You're gonna be working with this captain instead. And I was, Okay, cool. So I'm still in on this. So I came and did my interview and there were three people on the panel. They forgot to introduce the panel to me. So it wasn't until after I started that I knew who the two analysts on the panel were.

I only knew who the captain was, and I could tell when I gave a good answer because my captain, who I love, I love you, Mickey, Shelly. He is the best guy ever and has no poker face. I will, I, I need to play poker with him to win because I would give [00:43:00] an answer that he liked and he would just give this like little smile of Wink

And I was like, yes. Then there was one, the analyst, she was all bubbly and she, you could tell when I gave her the other, an, the right answer and then there was. The final analyst who had the stone face and I left thinking, oh my God, that lady hates me. , no, she just has a really good poker face. I wanna say she worked over for Fort Worth or something like that.

And thank you for saying to gimme the job. I would thank you by name, but I don't actually remember it because it was given to me in a walk by, and that was it. .

So , these were analysts from a different department that were coming just to help with the interview process.

There was an analyst from Fort Worth pd, which is the big city right here over in Tar County.

And then there was a [00:44:00] federal analyst she with the dea.

Who is it?

I'm gonna butcher her name. Sutton, Deborah.

You should probably not just put that in there because I can't say name. But yeah, so I did the interview and I left like thinking, did I like slay that or did I bomb? I couldn't tell. Cause at one point the, the lady from Fort Worth was like what type of analytical products had Do you use? And so I went through all the things that I had, and .

I've said I too, I've said crime, sta da da da. I've said like, Tableau, power bi. What? Like I said, sql, what? What else is there? I was like, oh, there's an RMS and access. And she's like an RMS system and access are not analytical tools. And I'm like, okay. Not bad . I disagree. Access can be an analytical tool.

But let's be honest, we all export everything out to Excel to do that. . But yeah, so I got a [00:45:00] call from them a few days later. Well, and they were like, Hey, we'd really like to offer you a job.

They gave me a number. I said, that sounds like a great salary for somebody else. And I told them exactly how much less it was that I was currently making, thinking to myself, you know how much I'm making, why would you offer me that? We'll just say that there were five numbers that were lower than what I was making

And so I was like, okay, I'm gonna get a Dear John letter, whatever. I got a call from the chief's assistant that afternoon saying that the chiefs, all three wanted to talk to me. The very next morning. And so I was like, oh, that's unexpected . So I was like, well, maybe they're gonna try to talk me down. So I interviewed with the chiefs.

The assistant chief that I work with brought me upstairs. We get along really well. We have a, we have a really good relationship here. Like, everyone's very [00:46:00] casual for the most part. It's really nice. Like you can call someone Brent or just by their last name and they're not gonna be like that Sergeant so and so do you.

But, so they bring me in, I'm seeing with all their chiefs and they're asking me questions cuz they wanna make sure that, hey, I'm the guy because apparently Mickey and the background investigator who did all the hiring, like really talked me up. And chief's like, well, what would you do if you had to assign priority to things?

So I was like, well, let's say you come up chief and ask me for something that I know is gonna take me two weeks to do, and I'll tell you, Hey, sure, no problem.

I estimate it's probably gonna take about two weeks to do this. And then later that day, the assistant chief comes up to me and says, Hey, I need this here.

I go, oh, that'll take 30 minutes to do. I said, I'm gonna do his first is, is gonna take 30 minutes. And the two assistant chiefs were like, no, no, you, you can't do [00:47:00] that. The chief comes first and the chief. No, that's a, that makes sense. Do the one that you can get done first. Don't make that wait two weeks. I was like, exactly.

Why make you wait two weeks for something that I can do in 30 minutes and it's not gonna affect this deadline over here? And so they really like that. And then they asked some other things and I told 'em flat out. I was like, Hey, sometimes I'm gonna tell you no. I'm gonna tell, lots of people know, said, but I'm gonna come back and I'm gonna give you a no but statement.

And it's gonna be, no, we can't do. , but we should try this instead. Or No, we can't do that, but this is why we can't do that. Something that I had to learn at my old job when they asked me to do a couple things and I had to say, no, we can't do that because it's a violation of federal law, , and all that stuff.

Working with legal comes back to everybody now and they're like, that's why. But they sent me out the room, talked amongst themselves. Chief came back. It was just him. [00:48:00] He said that they all liked me. And then he was just like, Hey, we're gonna, before we get through anything else, he said, I know that we have a number we have to talk about.

If you can't accept it, we'll shake hands partway as friends. Otherwise, since he told me the number, I asked him a couple questions and I said, yep, I'll take that. Good.

Hmm. So when you're sitting there, are you nervous at that time? I would be really nervous about, you know, the chief coming in there and you're in that position. It's like, make or break time. Were you super nervous at that point?

I, I was a little nervous, but I mean, I had nothing to lose. I mean, it's not like I didn't have a job. I, I had a job that paid decently well.

They did not offer very much more than I was currently making, but the benefits here make it a better package and being closer to home, I, I end up saving about eight hours a week of commute time that I used to spend, and that's eight hours a week more that I have to sit at home with my dog [00:49:00] telling my husband to stop sitting in front of the tv.

All right. Very good. Well, , there's a couple things I do wanna get to before we get to shit you here in the office callers. So let's move on then. I do wanna talk about TXLEAN. Because , you are active with them. That's the Regional Association in Texas. So what all do you do for them?

So I am the Vice President of Administration for the Texas Law Enforcement Analyst Network. That means that basically me and the president, Alex Schneider, do a lot of work together. I also do all of the training for Text Lane for, so basically if you're an analyst and you're in Texas if you're not in text lane, go join it right now.

Mm-hmm. , that's an order. And if you are, I hope you enjoy the trainings that we provide you because we provide those trainings so we. [00:50:00] Monthly webinars for free for our text link members. It's \$10 for non-text link members. And we have a variety of different topics that we've done. I have a really good contact I would say a good colleague over with the Department of Homeland Security, Michael Hernandez, who does some really good presentations about the dark web.

He was actually one of the keynote speakers at our conference that we had back in June. We also do a conference every year except for this upcoming year, for obvious reasons. I'm not gonna compete with the I Conference at all. That tried. I said I ACA instead of ICA because that's how we roll in Texas.

, it does

sounds so badaka.

Have you never called it ica?

I don't, but I've had people on the show that have called it that,

and it just, to me it's just like yak, yakka, ica. It just sounds like you're, , throwing [00:51:00] up. I think it might be an inside joke at this point. Oh man.

Let's get into the conference then a little bit.

So the I ACA conference will be there in Dallas

and not Dallas. Not Dallas. It will be in Grapevine, Texas. There's a difference. So it's the I A C conference. In 2023 is gonna be in Grapevine, Texas. It is gonna be super close to the airport so you don't have to travel too terribly far.

Mm-hmm. And it's gonna be at the Gaylor Texan, which is a pretty cool hotel. I have been to this hotel and it's really cool if this was happening. Like right now, they have like one of those like exhibits where you go in and you have to wear a coat because it's all ice sculptures everywhere. Mm-hmm. They have like a giant.

Atrium in the center of the main hotel that obviously it's an atrium, so it's covered with glass. It looks like you're outside, but it's air conditioned, which is great for [00:52:00] Texas cuz we need air conditioning here cause it is hot most of the time. Yeah.

So

Grapevine, we're in relation to Dallas and Fort Worth is grapevine.

So

Grapevine is literally at the airport. The airport is technically in Dallas and in Fort Worth, depending which side of the toll road that runs through it, you are on. But Grapevine is just north of it. So if you look at a map of Dallas and Fort Worth, you'll see I 30 runs across from Dallas to Fort Worth downtown, and you'll see the airport.

North of there off of one of our northern highways, 180 3 and grapevine is up there off of 1 21 and one 14 cuz we like to get things numbers here. In fact, there are two like that. There are two highways in Texas that are 180 [00:53:00] 3. There's this one. In Dallas Fort Worth. Then there's another one that snakes up through the state from Austin.

If your department will rent you a car, rent a car if not, you can take a train from the airport to downtown grapevine and catch a shuttle from the train station to the hotel.

Mm-hmm. so, That is nice and it is also right on a lake, so it's really nice. It's a pretty area. Grapevine is one of those northern cities suburbs that's in the area. It's more in the more expensive. Part of the Metroplex, which is the northern side. All

right, sounds good. No, it should be a good time.

Looking forward to it. , remind me, is that at the end of August or the end of September?

I have the card right here. It's August [00:54:00] 28th through September 1st.

Okay. All right.

So that's, and you can take a train from downtown Grapevine to the stockyards in Fort Worth because what does everyone think of when they think of Texas Longhorn steers and cowboys?

Yeah. Saying you should go. It's fun to see the cat then take the steers and march 'em down the street.

Yep. Seeing that, that is really cool, so, right. Let's move on then. What other topic I'd like to talk to you about before we take some calls. You've mentioned it already that you have a husband and you live in Texas.

You've had this career with the police department I just wanted to get your perspective on that, and I'm sure you have some, horror stories or some not so great stories, but just how. Overall, has it been for you working in police departments there in Texas?

Yeah. So [00:55:00] like in Austin, nobody cared.

Mm-hmm. , nobody cared at all. At my job at the school district, there was one lieutenant who flat out refused to work with me. And not just because I was gay, but it's a minority majority department, which is great cause it's amazing seeing like persons of color in law enforcement and especially working in a minority majority urban school district, where the kids there can see people who look like them.

Mm-hmm. in these roles of law enforcement where they can say, Hey, I can be a police officer if I want to. That's not just for other people. That's something that I look at there. But that one person did not like anybody that was not a person of color. And so that was a little difficult to work with because I had to work with them a lot.

I did a [00:56:00] lot of projects all by myself because it was easier. But that was,

well that just had to do with the, that just had to do because you're

white and gay. Oh, okay. . I had

twos devil whammy. I, I

got, had two whims against me. I had some people there ask me some inappropriate questions, which, I knew that they did not mean in a malicious way.

Yeah. They were genuinely trying to like connect with me and ask questions. And so I just let them know, Hey, that that's inappropriate. You can't really ask that, but I think this is what you really mean. And they were like immediately, oh, I'm so sorry. I didn't mean to do that. So when I came over here and I was doing my interview with the chief, one of the things he said when it was just the two of us, he goes, well, what does your wife do?

Because I had been very clearly just saying things like, well, my spouse. My spouse. And so I had to go, oh it's actually my husband. And he was like, oh, I'm so sorry. You should have corrected me sooner. I was like, well, you [00:57:00] know, I was just a little concerned. I said, this is Texas and law enforcement.

Mm-hmm. . And he said something that I will never forget. He said, in this depart, We do not stand for any sort of bigotry or hatred or anything like that for anyone based on any reason. And he said, you have nothing to worry about. If anyone ever gives you any problem about that, come talk to me. And nobody's giving me a problem with it.

Everybody has been great to me here. Cause I, I, it's not something that I hide. There's no reason to. I mean, why I'm not ashamed of it. Yeah. Yeah.

Well, you're, you're a pretty tall guy too. It's, it's hard for you to.

And I'm big. I mean, I'm big and tall. .

I'm actually glad that's your perspective and that you feel supported that's really good to

hear.

Yeah, because I mean, we have had bad things happen to us in 2017. Two years after the law of the [00:58:00] land, we went to get our marriage license and we were publicly turned away and the, the staff at the office did it very loudly in order to humiliate us and make us leave. And we were like, what? And because they were like, oh, we don't issue marriage licenses.

The justice, the piece here only does traditional marriages. You're gonna have to go somewhere else. Here's a piece of paper that shows where you can go. And then another lady did come over and like pulled us . She's like, I'm so sorry about that. She goes he won't do it here. I'm really sorry. These are the people that will do it.

And we're like, well, can we not just get our marriage's license? And she was like, he won't allow us to issue them. And so, ooh, we thought about suing the county, but it, it wasn't worth it. We went to another justice of the peace who was happy to marry us. He flat out asked us after the ceremony, did

any of the people in my office give you any trouble or issues. He said, let me know because I won't take care of it right [00:59:00] now. We're like, no, your people were great. And we told him what happened, and we told him that we had filed a complaint with the State Judicial Commission and he said that he would.

Send a letter on our behalf to them as well, because that was un it was just inappropriate and unacceptable. Like, fine, if you don't wanna do the marriage, even though you're legally required to, and you don't have to do marriages because you, that's not an actual part of your job, then fine. But don't deny someone their marriage license just because you wanna be a bigot.

Yeah. Like, it's not, it's not. Right.

Do you know if that's still the case or

has it changed? Oh, he lost his election after he was caught in a scandal. Tearing up his opponent's yard signs.

It was kismet. I felt, I felt good that we didn't end up having to sue because I was like, oh, that would've been a lot of time and effort. And he just destroyed himself, so bye. Oh man, that's funny. .

Oh, man. All right, [01:00:00]

so let's get through some calls

then. We're gonna play shit you here in the office.

And for those that may not know what that is, this is the call-in segment in which. People call in and tell crazy office stories that they've heard, certainly in

police departments. So dealing with a lot of different people, you get a lot of crazy, crazy stories. So first on the line is Tammy. Tammy, what's some shit that you hear in the office?

One of

the craziest things I ever heard in the office came from a cop who had done a long term undercover assignment. He was posing as an exterminator while infiltrating his target population. He was operating unlicensed and knew nothing more than the average person about pesticides. So when he got a job, he sprayed sugar water around the client's home.

One of his clients complained that their aunt problem was worse after he'd been there. So he told. I never [01:01:00] said I was good.

sugar water will do it. So I guess it makes sense if they're undercover, that they would actually be doing the job that they were under. Cover for, but , I would expect it that they would actually have to have some idea of what they're doing.

I, I would think that like, they could at least get the budget to get like lows or Home Depot and get one of those like, things of like bug spray that you spray yourself around the house when you're too cheap.

Like me to hire an exterminator. Yeah. Yeah, because

I mean, sugar water. And it would've been funny. It's like, man, it's, it smells really sweet in here. That is a choice.

Next on the line is Amy. Amy, what's some shit you heard in the office? You know,

it, it's pretty much a little bit of everything here though.

Jason said, you know, there's one time where, I had a particular supervisor who was high up there in the ranks, go out to lunch with us. We were going out to lunch to celebrate my intern who completed her internship. We happened to run into our chief and his executive staff, and they asked us to join us at the table.

[01:02:00] My supervisor said, Hey, you know what? Let me do the presentation of the certificate and say words about your intern when she leaves.

And I was like, okay. Thinking no harm, right? No harm should be all right. He gets up there in front of everybody, in front of the chiefs and the executive staff and says, you know what?

I just wanna say, you know, this intern who's been with us, she's been amazing. She's, she's been the best crime analyst we've ever had at our police department, and we are gonna be sad to see her leave. We don't know how we will ever be able to fill her shoes and present her with her certificate. And everybody just looked at him.

Did you really just say that? And he said it with a serious face, and to this day does not believe that that's how he said it. He thought he said she's the best intern we've ever had. But lo and behold, nope. As the only sole analyst at the department, it everybody to this day still laughs and jokes about it because you know, that's just the shit that goes on and takes place on a day to day basis here.

That's one way to feel unappreciated, is just to be told that an intern is,

More valuable than you, . [01:03:00] That's one way to find out that you've just lost your job when they think that it's the wrong person's retirement or going away party. I can just imagine it too, if he's

the type of person that I, I just envisioned him, he's like trying to impress the chief, right?

So he gets up there, he is not really planning to say anything, but this opportunity comes along where you got this meeting here and the chief's there. So he is trying to impress the chief, and in his head he's, he's got it all planned out and he just lets one or two words. Slip exchanges them, and that's all that it took.

It was probably a perfectly good speech other than the fact that he said crime analyst instead of intern.

You know I feel her pain because the plaque that I got from the school district when I left clearly shows that I worked there for 11 years. But it has the dates on there wrong, and then it says that I worked there for 10 years, but they thanked [01:04:00] me for my dedicated and loyal service.

They just they don't count the first year . All right, next on the line is tj dj.
What's some shit you heard in the office?

We have a fantasy football league, and my first year in the office, I actually won the belt and my coworkers were like, we should have like a ceremony. And so we did, and I cut this just like off the cuff, heel promo.

So I basically talked about how all my coworkers were breathing rarefied air because I was gonna be the fantasy champion forever. I said, what's the difference between me and Rick Flair? And I was like, Rick Flair held the belt 16 times, which meant he had to lose it 16 times. I'm never gonna lose this belt.

It's gonna be around my, and I quote big, strong arms until my coffee and cake, and then I lost it the next year. My coworkers also had a field day with that . I thought he was going somewhere else saying, big fat

Oh no, it, it's [01:05:00] funny. So it just got

a little bit too big in the head. And embellished a little bit and had had to eat some crow, it sounds like, but, oh man. And it's funny that he actually used the word heel promo, so obviously

he's a professional wrestling fan. You know, it, it's like the year that I accidentally won a Final Four tournament just randomly guessing because I do not follow the volleyball

All right, good. Next are the lineage. Rachel. Rachel, what's some shit you heard in

the office? Okay, well, I'm actually gonna tell you what I didn't hear, and this is probably the most British thing you will ever hear. So I was working at Transport for London when I had my daughter and I took nine months maternity leave.

Now I return back to work, and then one day I'm in the office working in the morning. I think it must have been about lunchtime. I pop into the toilets and I look in the mirror and I have milk, basically baby vomits on my shoulder. And you know what, no one had told me. So why did nobody tell me [01:06:00] that in your office?

And you know what? It happened another time too. It wasn't long after only this. It was a Thomas the Tank Engine sticker rather than baby vomit. But you

know what? She didn't even like Thomas the Tank Engine. So why I had that sticker on my shoulder, I do not know. And again, I had to discover it for myself.

So this is a bit of an insight for your listeners into sort of office life in the uk. Like no one says anything. They, they don't tow you these things and it's stuff that you wanna hear in the office, but I didn't. Sadly.

Oh man, I feel her pain right there. I might not have a child, but I have a Mastiff.

And if you know anything about Mastiffs, they drool. A lot and I may have gone an entire day without anyone telling me that I had massive splu from like, I guess he like, like rubbed up against my backside as I was leaving to say goodbye to me. And I just had this like massive thing like dog slaughterer on the back of my pants all [01:07:00] day long.

I didn't know until I got home. I was like, I think that's worse than not telling me my zippers down . Yeah. Because they're like I hope

that's dog

spit. Or I hope that's, you know, in her case I'm like I'm hoping that's baby breast milk, , I don't know. Or milk

in general. , it is funny that nobody, like I men are weird.

I could understand if a man saw it and maybe thought like, oh, this is gonna be embarrassing or whatever it is, but no women helped her out. No women helped you out either. You gotta question if your coworkers are friends at

that point. I mean, I, I had to tap on Liddy that I used to work with who had just had a baby and go.

Hey, hey, you need to go change shirts. And she was like, why? And I was like, just look down. And she like, screeched in. She was like, oh my God. She ran out and changed shirts. We all know what we're talking about. There we're adults. . Yeah.

Yeah, yeah. Yeah. So, all right, last caller [01:08:00] is Mary. Mary. What's some shit you heard in the office?

Yeah, shit, you hear in the office. When I was at Northrop Grumman, I entered somebody into a prestigious engineering program. When I told him that he had been given a spot in this prestigious program and I told him when it was, he told me I can't attend. That's my birthday week. And the guy's like 57

That reminds

me of I, they probably still do this. I don't know. At one point in time, MTV was doing these big sweet 16 parties spending thousands and thousands of dollars on Kids Sweet 16 parties. And this reminds me of that, but it's a birthday. And he's in his fifties, which that's the icing on the cake.

I I, I can get worse. I can get worse. The people I used to work with would be like, it's my birthday month. You should take me out to lunch. It's my birthday month. Like, lady, your birthday is like three weeks from now, . [01:09:00]

Yeah. That's also a, don't be that analyst.

Don't be that analyst that refuses , once in , a long time training. So especially if it's your, I guess even if it is your birthday week, so.

Exactly. I think we'd all kill to go to training at this

point. . So that is shit you hear in the office. If you have a crazy story and you want share it on air send us an email at leapodcasts@gmail.com.

All right, Jonathan, let's finish up with words to the world. This is where I give the guests the last word. And you can promote any idea that you wish. What are your words to the

world? So first off, if you live in Texas and you're a Texas analyst and you have not joined Text Lane, go join T Lane. Trust me, you get I a c a membership with that as well.

Also, say no to things. It's not gonna hurt you. You just have to explain why you're doing it. And remember, as always, fake it till you make it. I'm still faking it [01:10:00] and I've made it

very good. Well, I leave every guest with, you've given me just enough to talk bad about you

later. Of course people aren't talking bad about me later then I didn't do my job right,

But I do appreciate your time, Jonathan.

Thank you so

much. And you be safe. All right. You too. Thanks for. Thank you for making it to the end of another episode of Analysts Talk with Jason Elder. You can show your support by sharing this in other episodes found on our website@www.lepodcasts.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 lepodcasts@gmail.com.

Until next time, analysts keep talking.