

Peter Africano - A Novel Idea

Mindy: [00:00:00] 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 beat that analyst and join us as we define the law enforcement analysis profession one episode at a time.

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 five years of law enforcement analysis experience. He's a crime analyst supervisor with the Capital Regional Crime Analysis Center in Albany, New York. He is a certified crime analyst with New York State here to talk about, among other things, the Real Time Crime center in Albany.

Please welcome Peter Africano. Peter, how are you doing?

Peter: Good, good. How are you doing, Jason? Thanks for having me on.

Jason: I am doing very well. , one of the things I forgot to ask you is if you go by Pete or Peter.

Peter: Either one's good.

Jason: I'll take Pete. Okay, Pete. All right. It's it's [00:01:00] interesting. It seems like more and more I get a mixture on whether folks go by the shortened term or the more formal version of names.

No,

Peter: no, I definitely got a mix of both. Yeah.

Jason: All right. Well, very good. And then , how's the weather , in New York is all I hear about is flooding up there in New York.

Peter: Yup. That's a, that's been the story for what seems like the last month, but it's really been like the last week, just, you know, rain storms, nonstop.

So hot, humid, rain, dry. It's kind of been a mix of everything, but hopefully that's passing soon. Yeah, the other

Jason: day I think I saw on the news a thousand year flood they're talking about

Peter: . That's yeah, it seems like something like that's common.

Jason: , hopefully you and yours are dry and here to talk about your contribution to the law enforcement analysis profession.

So how did you discover the profession?

Peter: The profession, I, I think I discovered it you know, I think similar to how other people would [00:02:00] describe it, honestly, you know growing up and, you know, graduating high school, going college, I definitely knew that I wanted to, to, Focus my school and attention towards law enforcement and, you know, went in went into college for a criminal justice degree.

I wasn't positive, but I had some, some pretty strong inclinations that I didn't want to go the sworn route. I wanted to find something more behind the scenes. And kind of maintain more of a civilian life. So I kind of went in with that, with that thought and, you know, as I, as I got through school and was getting closer to graduation and really trying to figure out what I wanted to do.

I, I happened to come across a few a few career opportunities that not necessarily I was going to be directly going forward, but kind of put me on to that analysis and intelligence field. And, you know, I kind of did a little bit of homework there. I had a couple, you know, preliminary phone calls with possible job prospects and everything and kind of gained a little bit of exposure is at least as much as [00:03:00] I could.

And, you know, that kind of just brought me to graduation. And after I graduated school, I was lucky enough to come across a job, a local job posting in Albany, New York for a crime analyst at the capital region crime analysis center. And, to be honest, at the time I didn't really know what I was getting into you know, the job, the interviews went well and it sounded like something that would definitely be worth testing out and, you know, getting my feet wet.

And here I am five years later, I love what I do and, you know, I love the people I work with. So that's kind of, that's kind of my story on how I fell into where I am now.

Jason: , was the position that you eventually got, were there several positions that they were hiring for or just one? At the

Peter: time, it was just one.

You know, we're not necessarily the largest operation and at the time when I was initially hired, you know, five years ago now, it was even, it was even a smaller You know, a smaller amount of staff. So at the time, it was just one opening. [00:04:00] And again, you know, I went through a couple interviews, a couple exercises, you know, throughout the interview process you know, as they like that candidate.

So it was just one opening. I was lucky enough to get it. And, you know, as. The years have gone by. We've we've expanded staff a little bit more, and we brought in a couple more bodies and kind of expanded our office a little bit. So it's definitely, you know, as everyone knows, it's a growing field.

And, you know, I hope it I hope it continues that way.

Jason: Yeah. So because you come in pretty cold. Right, I often talk about on this show, get your foot in the door, whatever it is, internship, admin staff, however you need to do it. And in this situation, you're straight out of college and you're coming in really not knowing too many people.

Yeah, this position. Did anybody ever tell you , what it was that sealed the deal for you and why they chose

Peter: you? I mean, I definitely got a little bit of feedback on my interview and the Well, we call it the [00:05:00] practical exercise that we have candidates do. You know, I, I interviewed well and I didn't do too bad on the, on the exercise.

But kind of, you know, speaking on what you had mentioned, you know, I did, I, I did have a summer internship with the state produce on my resume from, I think, two summers before that, which definitely helped. And and another thing that definitely aided in me getting my foot in that door was networking, you know, growing up, my parents always told me, you know, Oh, you got to network, you know, the more people, you know, the better.

And, you know, they were right. I just, I happen to have a family friend who was a, you know, a former associate of my My current boss and, you know, just was able to get my name out there, get the interview and, you know, so on and so forth. So definitely a couple of different things that that helped me get

Jason: that.

All right. So not cold at all. A little bit lukewarm. Yeah, yeah, that's

Peter: the I guess.

Jason: In terms of the practical exercise there is, is it a situation [00:06:00] where The candidates are presenting. Are they writing? What are you asking the candidates to do in the practical?

Peter: It's really, it's a, it's a written exercise.

You know, they're, they're given a packet of information just to demonstrate a you know, kind of a made up criminal activity scenario. And they're asked I think it's four or five questions and the questions are left open ended to allow some interpretation and, you know, allow the candidate to run with it.

And, you know, just really see what kind of information they're able to get back and the way that they communicate it. So it's definitely, it's a, a very beginner, you know, exercise that, you know, you don't really need any formal training or formal experience in law enforcement. It's really just to test someone's you know, wherewithal and the way they Interpret information and then communicate it back.

So, yeah,

Jason: Now being in my forties, I was like, Oh, I wonder what I would do if I took that practical, I I'd go down too many rabbit holes and make [00:07:00] conspiracy. So, all right. When you're first walking through the doors you know, just take us back through those first couple of weeks.

What, maybe what your expectations were, maybe what, what are some things that you remember , as you start this career?

Peter: First few weeks were definitely very daunting and overwhelming, you know, as a, what was I, as a 22 year old or 21 year old, fresh out of college, not a lot of. Professional work experience.

I definitely wasn't super prepared for what I was, you know, what kind of environment I was going into the first few weeks were definitely a overflow of information, you know, both getting, you know, getting adapted to just in general, the law enforcement field and, you know, the, the. Vernacular and the language that goes into that as well as the you know, the systems and the technology and everything that we have.

So the first few weeks were definitely you know, [00:08:00] a overflow of information like that and a lot of training. So, you know both in office and out of office training to get, you know. Trained up and get, get adapted to a lot of the different tech resources that we use. But, you know, after that, you know, you really get a few months of getting brought up to speed like that.

And then, you know, we always say, we kind of give people trial by fire, you know, eventually you got to just kind of dive into it and really, really start taking the ball in your own hands and going for things. So. We definitely emphasize training in the first few months anytime there's a new employee and, and that's kind of what it was for me too.

So that's kind of what the first few weeks in the first few months looked like.

Jason: Yeah. So are you a state of New York employee?

Peter: No, I'm not. I currently I work, I'm employed through the Albany Police Department and, you know, we, in our crime analysis center, we, we kind of have a a pool of different.

HR, if, if you know what I mean we have, you know, civilian staff, we have sworn [00:09:00] staff, all with, you know, coming from different agencies with different backgrounds and different HR. So it's definitely, it's a variety of, of people that we have in our office, but that's, that's. You know, kind of how we like it.

And that's, that's what, you know, really makes us so dynamic. So but yeah, so I, I personally worked for Albany police department.

Jason: All the analysts pretty much go through the same training in the beginning, correct? So is it, do you feel that it's difficult, given the different backgrounds, given the different types of positions, to get standards established?

Peter: There's definitely some challenges and you know, where We're years into that process now where I think we've been able to iron it out. And I say we, but you know, this is really going back to people even before me that were in our office for, for many years, that kind of paved the way. But we've definitely ironed out a good onboarding process.

And, you know, as you're saying, you know, with different employers or different backgrounds where people are coming from, you know, that, [00:10:00] that also means different, slightly different responsibilities or areas

of focus. So there's definitely some challenges and definitely some, some considerations that come with each, each person, but we, we definitely done a good job ironing out a good onboarding process.

Okay, so

Jason: then in terms of your office, then what is your jurisdiction, maybe area of expertise? What do you, what do you guys do on day to day?

Peter: So our office services, formally seven counties right now, and you know, in those seven counties, there's 50 or 60 odd agencies that we are formal partners with now, with that being said you know, out of, let's call that list of 60, you know, we're not dealing with them or exposed to them on a day to day basis.

All 60 of them. You know, we definitely have a smaller list of partner agencies that You know, make up a larger percentage of our work. So, you know, we started off as you know, going back a couple years, the, you know, we're, we're the Capital Region Crime [00:11:00] Analysis Center, which includes four of our local counties being Albany, Rensselaer, Saratoga, and Schenectady County.

Jason: What kind types of work are you expected to be doing? It kind of,

Peter: you know, depending on this, You know, what staff you know, we're referring to, we kind of have different responsibilities. You know, I think just like any, any kind of intelligence or analysis office or operation, you know, we have routine products or, you know, kind of like scheduled products, like we refer to that.

You know, we do on a daily or weekly or a monthly basis that, you know, kind of make up more about more of that traditional crime analysis that I think people think of you know, whether it's like crime series patterns that we track or, you know, tracking like more historical crime data.

hot spots, things like that. You know, we do that traditional crime analysis and we also kind of the other side of the house that that we take care of is a kind of like real time crime [00:12:00] support standpoint. So, you know, we have staff that monitor you know, Different CAD systems, different radio systems, and you know, through all of our resources and all the data that we got from our partner agencies were able to you know, in real time monitor many different agencies on a day to day basis.

So, you know, the idea being that if 1 of our agencies has a significant incident, come over the radio, or, you know, if we hear a, or if we see a 911 call ticket. You know, go through dispatch and pop up on cab. It might be something that we can, you know, in real time, jump on it and try and offer some support.

So that's kind of like the 2 sides of our of our office on a day to day basis. All right,

Jason: and then on on more of the crime analysis side. What are some of the crime trends that you're seeing or what? Maybe even with some of the issues that that you're seeing in the area.

Peter: In general, I mean, you know, [00:13:00] we, I think we see a lot of the same crime trends that, you know, a lot of listeners probably see, you know, property theft is always one that we see, you know catalytic converters or you know, residential burglaries, things like that, commercial burglaries in terms of, you know, kind of our area in New York state and, you know, I, I would venture a guess that, you know, kind of throughout the country gun violence has definitely been up a little bit.

You know, the, the gun and shooting numbers are definitely up. So that's, you know, that's something that's kind of being emphasized heavily, not only in our office, but kind of throughout New York state. So that's, that's definitely been one of the big focuses in the last, I'd say, like two to three years is, is kind of, you know, working that angle of things.

Jason: This leads us to your analyst badge story, and this gets us more on the intelligence side of things during the tactical analysis, . For those that may be new to the show, the Analyst Badge Story is the career defining case or project that an analyst works. So, for you, it's [00:14:00] several different cases dealing with patterns and series as you work the Real Time Crime Center.

Peter: Yeah, definitely, you know, and as you mentioned, I wouldn't necessarily point to one specific case or, you know, one or two specific cases, but, you know, one of the more rewarding. Things that, you know, I, I kind of reflect back on in, in my years of being here at, at this office is you know, being involved, directly involved, working with several different agencies for you know, crime series patterns.

There's definitely been a couple in the last few years that have been, you know, whether it's commercial burglaries or you know, commercial robberies being directly involved in, you know, kind of work in those patterns with the agencies

involved, and that can mean, you know, not only tracking around those incidents and kind of keeping everyone informed from a more like traditional crime analysis standpoint you know, part of that work is providing, you know, it might be a pattern bulletin with a [00:15:00] map of all the incidents direction of travel that the suspects are described as going to incident tables to kind of, you know, form a lot formally track each incident.

You know, we would we would provide that kind of standard work, but also being involved in some of the more tactical operations. And that might be, you know working a suspect vehicle or, you know, tracking around suspects or suspect vehicle on city cameras. Using kind of some of those more tactical resources that we have to actually work hand in hand with the you know, investigators or detectives that are really trying to nail down suspect information or, you know, kind of kind of get to the bottom of those leads.

So there's definitely been a few over the last few years that, you know. I've been lucky enough and, you know, other staff in our office have been lucky enough to be directly involved in, you know, working something from beginning where it was just two or three incidents that looked like they had something in common, you know, to The end of that, where an arrest is made, where, you know, if someone was doing commercial robberies with a [00:16:00] firearm, that PD or, you know, the PDs involved end up making an arrest and, you know, a search of the guy's house develops a gun and, you know, clothing that he was wearing the robberies.

You know, being involved in in those different those different investigations is definitely 1 of the more rewarding things that that we've been able to or I've been able to be a part of the last few years. All right. So, as you're

Jason: working 1 of these cases, and, it could be either somebody calling you up on the phone and.

Asking for assistance, or it might be a situation, or either where you, you see it or hear it on come over the over CAD, as you're going through this , where's some of some of the pitfalls that you're trying to avoid?

Peter: One of, I mean, in terms of pitfalls or, you know, kind of tendencies that we, you know, definitely try and stay away from. I mean, I guess there's a few things that come to mind, depending on, you know, how you, how you approach it.

But as analysts, you know, one of the [00:17:00] challenges that we meet sometimes is depending on, you know, who you're working with, what agency, what, you know, Sworn personnel you're working with. There are times where you can, whether it's intentional or unintentionally be kind of an afterthought to as the investigation progresses.

You know. You could be doing everything that you're supposed to be doing, you know, coordinating information working any possible leads, things like that. And, you know, you could provide that information back to all the agencies involved and they might take it and run with it and leave you out of the equation.

And, you know, like I said, that can be intentional or it could be unintentional. You know, part of being an analyst is knowing your spot and knowing that, you know, you're a resource for law enforcement and you provide back that information and let them work there. Criminal investigations as they see fit.

So, you know, if they take that and they run with it, then so be it. But one of the things that we do try and avoid is allowing that to happen. So, you know, just staying on [00:18:00] top of on top of the ball and kind of following up. On a, on a day to day basis, making sure you're staying involved. You know, that's, that's one of the things we emphasize.

Jason:

I'm always curious to with those that. Work in these types of centers, you get a name, you may get an address, maybe you get a business or vehicle, you get several bits of information.

And then, , you have various sources in front of you, and, each 1 of those, You could, you know, each resource you could run several queries going through removing layer after layer and really get yourself going down some rabbit holes if you're not careful.

So it's it's that balance between okay, you you want to dig into the data, but at the same time you have to , get information out as quickly as possible. And so maybe some general thoughts on [00:19:00] what you do to keep that balance.

Peter: Yeah, no, I mean, it's a great point you bring up because, you know, that, that's something that, you know, I think every analyst should be mindful of and it's something that we, we we kind of try and address in our office, especially with newer staff, you know, there definitely is a balance that you need to find

when you are kind of in the midst of those type of that type of work, you know, just as you kind of laid out, you know, It's very easy to find yourself, you know, you're working a week for an agency and, you know, your whole attention, you know, everything you've got is, you know, trying to put, you know, put the pieces of the puzzle together and, you know, you can definitely look up from, you know, you can be definitely dig it in and look up and you just spent two hours, you know, really sifting through like every piece of information that, yeah, You know, it was really just not leading anywhere.

So I think what really helps balance that out though, is really just, just experience, you know, I think over, over the years, I've definitely been a little bit more [00:20:00] keen to the fact of when I am, you know, I don't want to say dig in too much, but when I know to kind of take a step back, really look things through again from the beginning and ask yourself, you know, like, all right, is there anything I missed?

Cause if there isn't, then I didn't find anything. And. That's that, you know you definitely have to know when to when to put the foot on the break and, you know, dial it back a little bit because, you know, it's inevitable that, you know, analysts like us, we do, we do find times when we're just. You know, I don't want to use the word obsessed, but you're almost obsessed and trying to find that that one piece of information that you think is out there.

Jason: Yeah, I think fortunately, many times as you never, you never find out, right? You never find out, like, how close you were, you know, turning over that one extra that later, even if you do find out what the final solution was, it's it was buried and you would have never found it. [00:21:00] Anyway kind of thing so it doesn't it doesn't it doesn't necessarily haunt you Most of the time I

Peter: feel yeah, definitely and you know, it also plays to the fact too of you know And this is something that you know, I kind of think of for analysts But I think you know just in general people can revert back to you know, sometimes you just need To take a step back and take a break from things, or you need a second set of eyes on it because, you know, a lot of times you might, you know, kind of get tunnel vision on tunnel vision on something and really just dig into it for longer than you should.

And then, you know, you might have a second set of eyes come and look at what you're trying to do, and they might find it in 10 minutes. So, you know, you definitely got to find that balance of, you know, knowing when to keep going and when to. You know, like I said, pump the brakes and kind of like reassess the situation.

Jason: Now, is your center the only fusion center in the area?

Peter: No, no. There's, there's others throughout the state that are part of our [00:22:00] program. You know, they're strategically placed throughout the state and you know, kind of make up our greater like crime analysis center network. But, you know, in terms of our local area, you know, our office, the capital region crime analysis center where really the only fusion center in our area outside of the state police New York state police has a intelligence center or a fusion center.

Positioned in Rensselaer County that, you know, obviously services mainly, you know, state police efforts. .

Jason: I was talking to Pam Miller, a couple of weeks ago, and she's down there and in Texas, and she was talking about all the different fusion centers that she has at her disposal.

And I was like, I don't know how y'all don't run into each other. Like, there were so many, there were so many of them , how much redundancy is going on there if , you're not careful of who's running what and everything else,

Peter: so. Yeah, I know what you mean. There's times when we're trying to get in touch with other states and, you know whether it's tracking [00:23:00] down contact information or just knowing, like, the right place to go to, it seems like there's some, you know, some states that have, you know, 10 or 12 different offices that you can call, so.

Jason: From when you started here once there may be an issue that , your office was able to resolve during your time,

Peter: You know, to be honest, one of the issues that we dealt with was really kind of dealt more with staffing and, you know, the environment of our office.

We actually just recently moved to a new office back in October of last year, in October of 2022. And prior to that, we were in a you know, I think it was roughly like a thousand square feet office space. With, you know, a bunch of old cubicles, we had, I think, 17 desks that staffed like 19 full time employees.

So we had people, you know, kind of switching off desks and, you know, at some point sharing screens and, you know, kind of just jumping, jumping hoops to, like, make sure that we [00:24:00] had room to have all of our staff in there. You know, luckily we're able to move and now we're in a much bigger space, a

much nicer space that's allowed us to grow a little bit as we you know, do more work and as we take on new partner agencies.

So that's really one of the bigger challenges that, that we've dealt with in the last few years. But in terms of actual, you know, our, our actual operations, our crime analysis work it's really just, you know, it's, it's retaining staff and, you know, kind of developing, you know kind of like, you know subject matter experts is kind of, you know, like how we refer to it in our office.

You know we had, we had a few years going where we. We definitely fell into a role of, you know, hiring staff, training them up for a year or two, and then having those staff leave for other opportunities, whether it was for more money, whether it's for, you know, relocation to a different area, you know, the list goes on.

But now 1 of the things we always emphasize is, you know, trying to retain [00:25:00] our analysts. That way they can grow over the year, not only, you know, develop their, their crime analysis and their, you know, kind of tactical operations, their, their abilities, but. Also develop those like subject matter experts because the longer you're doing it, the more, you know, the local names the local offenders, you know, you kind of get in you get a feel for local activity and, you know, what's cross jurisdictional and so on.

So you know, the last few years we've definitely been stressing

Jason: that.

I just remembered for our audience a programming note. I forgot to mention in the intro that we're we are going to take your calls later in the show.

We are going to play. Don't be that supervisor. So get your calls in if you have a don't be that supervisor . , what's maybe an issue that you're seeing now in the center that you're hoping you all will get it straightened out here soon?

Peter: You know, when I hear issue, I don't know if there's really any one thing that comes to [00:26:00] mind. You know, one of the things that, you know, it might just be specific to our office but it might not be is, is really just having enough hands to juggle our, our day to day operations. You know, we, you know, as I mentioned, you know, being partnered with so many different agencies and different counties you know, we, we do take in a lot of work throughout the day and, you know, a lot of times there's not always enough hands to really.

address things in as timely of a fashion as we would like to. You know, with that being said, we always get the job done and we always make sure where we're serving our customers, our partner agencies as, as needed. But you know, it's definitely at least as of, you know, currently, it's definitely a challenge right now, just making sure we have enough hands in our office and making sure that we're you know, We're equipped to, to facilitate that work as needed.

Jason: How about data? Are you receiving the right data? Are you wishing that you had certain data sets that you don't [00:27:00] have?

Peter: We, we definitely get all the data that we need. In that, in that kind of that same conversation, I'd say one of the things that we one of the issues that we're kind of Actually running into currently right now is I don't know, I'm sure you're familiar, kind of like the the UCR versus IVR classification for crime codes.

That might be something that's like, you know, specific to New York state. I don't know if that rings any bells for you or whatnot. But we have agencies in our area that kind of work under both and when we're when we're trying to develop to develop tech, you know, resources or systems that pull data from.

Different agencies, you know, we're running into that problem of, you know, data being organized in one way versus the other. So you know, that's actually something where we're currently trying to troubleshoot and find a, you know, more long term solution for. But in terms of data, that's, that's definitely one of our, our bigger concerns right now.

Oh, that doesn't

Jason: sound fun at all. [00:28:00] Yeah, it's

Peter: definitely more that, data coding, you know, world of things. That is definitely not my, my area of expertise. So, yeah,

Jason: yeah, I guess once you, once you get the right mapping table, I guess it'll be fine, but I'm sure it's, it's never that easy. Right. Yeah.

Right. . And then, you're supervising. So how do you like supervising? I enjoy it a lot.

Peter: You know, I spent three years working in the office as a analyst and I was lucky enough to kind of jump between a few roles that helped me

strengthen my abilities and both, you know, kind of like I mentioned earlier in both that traditional crime analysis world of, you know.

Hotspot mapping you know, historical data, you know, like, you know, organizing and dealing with like larger data sets, but also working in that more tactical real time operations side of things. So, I was lucky enough to kind of like sharpen both sides of those things and, you know it [00:29:00] just so happened that, you know, about two years ago now we had a, we had a role in our office open up for a supervisor.

I was lucky enough to get it and, you know, it's definitely, it's been rewarding for the last two years. I definitely enjoy it. It definitely came with a learning curve when I first started and it took some adapting and I definitely learned some things about myself and, you know, just. About professional work environments and you know, kind of that whole, that whole ballpark of things.

, I was experienced and I love it.

Jason: I always think it's a challenge when you're promoted within and one day you're a coworker and next week, you're a manager, right?

Peter: Yeah, exactly. Yep.

Jason: Let's get into some advice. For our listeners one of the questions I like to ask is what I call return on investment.

And this is a particular topic that an analyst can study today, because 5 years from now, it's going to be important.

Peter: Yeah, so, I mean, when I hear that, I really, I, I point [00:30:00] to kind of 2 specific areas or 2 topics that we do. We do a lot of work with, and I imagine we're gonna be doing a lot more work with as the years go on, the first one being a little bit more obvious.

But social media, you know, we deal with social, we do, we work with social media on a daily basis with it basis in a couple different ways. And you know, I think anyone listening or anyone you talk to will agree that. You know, social media and an online presence is only going to continue to grow as the years go on.

So, you know, familiarizing yourself with, you know, those different platforms and everything that's out there and, you know, kind of just exploring, you know,

whether it's different training or different exposure that you can get to all those different platforms really helps you develop you know, kind of wide area expertise that you can then translate into whatever.

You know, an analyst or intelligence spot that you might find yourself in. And the second one being [00:31:00] kind of like geotime mapping or cell phone mapping. You know, I guess it kind of plays into the same, same conversation with social media. But you know, your digital footprint is only going to continue to grow over the next few years.

And, you know, for better and worse, that that's only going to allow law enforcement to do their job. Even better. So familiarizing yourself with the different work and the different training that goes into you know, the, the work that can go into cell phone dumps and, a cell phone paying off the tower and, you know, plotting that on a map and those different things.

You know, we, we do a lot of work with that now and I only see getting more and more popular, you know, more and more traditional. So, yeah, that that

Jason: geofencing stuff's fascinating. And I think with the eventual partnership with AI, I, I mean, there is going to be some wild, wild connections being made here in the near future.

Peter: Yeah, [00:32:00]

Jason: definitely. Yeah. So in terms of social media, have you got onto

Peter: threads yet? I'm sorry, what?

Jason: That's the Facebook equivalent of Twitter. No, I

Peter: haven't. See, there you go. That's a new one that I got to jump on and see what the deal is. It's

Jason: Threads.

Threads. Yeah. So it's it's Facebook or Meta. I, I'm not sure if I even have all the different companies that are involved, whatever it is, you know, Zuckerberg's Twitter equivalent is called Threads. And so that, that just recently came online and so I see a lot of different companies and outlets talking about breads in the last

Peter: couple of weeks.

Yeah, see at this point I'm not even surprised when new ones pop up. I mean, there's just so many

Jason: out there now. No, well, I mean, we were just talking about it. When, when do you stop? I mean, you could have a whole real time crime center just on social media. Yeah,

Peter: 100%.

Jason: Right. And that's just what people are putting out there, let [00:33:00] alone, , you get into forums and, , more private situations and emails and it is, it is so much, so much data, a lot of noise out there.

Peter: Oh, yeah, I can go deep. ,

Jason: . Let's talk about training a little bit. I noticed on your on your resume here, speaking of social media that you had a a course on is it was the FBI that taught the open source and

Peter: social media program. That's a good segue. You know, that's one of the trainings that that I've had the opportunity to attend that was, yes, it was, it was offered by our local FBI office.

And it definitely, it, it kind of, it, it focused more on, you know, I would say the sworn side of open source intelligence and, you know, in terms of what can be done with you know, cell phones that are recovered during investigation or, you know, just kind of the general internet capabilities.

You know, whether it's a cell phone [00:34:00] or a computer, you know, et cetera. But that, that class was very informative on, you know, just, again, just different pieces of info and tidbits you pick up on you know, whether it's the dark web or, you know, different ways that people leave digital footprints online and, you know, social media was definitely included in there as well.

Jason: What were some, was there a main takeaway from that training?

Peter: Main takeaway from that training was to do some research and change the settings on your iPhone so that the government and law enforcement can't track every single part of your day. And I definitely, I walked out of that

training and I know I specifically went on my phone and changed a couple settings, so.

Yeah, yeah, it

Jason: is, it, there is there's a lot of data on us too, right? . And then how about facial recognition software? I, I saw that on your resume and that's interesting to me because I was messing around with facial recognition software about 2008, [00:35:00] 2009. So I was kind of curious where, that software is at.

Decades later. Yeah. No, I

Peter: mean, it's great. You know, we definitely, we use it quite a bit, or at least when it's relevant to a criminal investigation that we're working. But no, I mean, it's great. And, you know anytime I'm explaining it to, you know, someone outside of our, our outside of our field, or, you know, even to, you know, newer people in our office, you know, it, it is exactly as it sounds, , it's a platform that, you know, depending on the.

Quality of image you have of someone's face, you know, you can throw it through that program and it's going to identify like, he sets of, you know, a few key sets of someone's face and compare that to you know, based on the system, different. You know, I guess best way to put it like different pools of data of images, whether it's booking photos or whatnot.

And you know, there's definitely some analytical training that anyone should [00:36:00] should have or should need to use that system. Cause you know. It definitely does not finish searching and then give you, you know, a yes or no match. You know, there's definitely some digging that you got to do when you go through and you got to kind of have your own you know, call it facial recognition, pick out, you know, features on someone's face or, you know, features on an image and then, you know, see what truly matches up as, you know, a possible or, you know, matches up as a possible match.

So but, but yeah,

Jason: Yeah. Now, do you just have access? To like Albany or do you have in terms of comparison photos or is it you got access to other jurisdictions and even the state police?

Peter: Yeah, no, we have the system that we use has access to has access to booking photos from New York and neighboring states.

Oh, and and that's, you know, that's kind of really as far as it goes, there's definitely there's a couple systems out there that, you know, depending [00:37:00] on the agency or, you know, the, the level of governance, I guess, if you want to say, you know, like a local, a state, a federal agency, you know, there's definitely definitely a couple of different systems out there.

But ours is definitely a little bit more on the conservative end. Okay. No, that's,

Jason: that's, that's interesting. Of course, you rarely get them looking directly in the camera, so that's always a challenge. I know. Sometimes they make it easy for you, but not always.

Let's talk about your certification.

, I'm aware of the New York state crime analysis certification but I'm not necessarily familiar with the process or even how it contrasts to maybe either the ICA certification process or the ILEA certification process. Yeah,

Peter: I'm I'm actually, I'm not super familiar with ICA or ILEA certification, but I would imagine it's probably [00:38:00] somewhat similar in certain aspects for New York States.

You know, it's, it's a You know, I say open to the public, you know, it's definitely not something you can go online and take, you know, on any given day you definitely need to have like the right contact info and get in touch with the, with the right people. But when you do that, you know I don't know if there's a fee to take it.

I don't think there is, but it's a, it's a multiple choice test from what I remember. I took it, you know, going back 3 or 4 years ago now. It's a multiple choice test. It's probably 100 or so odd questions and, you know, they're really, the test, what I remember is, is really gauged at just really testing someone's knowledge on, you know, the criminal justice and law enforcement field and the criminal justice process and proceedings.

As well as, you know, general intelligence and analysis capabilities. So you know, it's definitely not supposed to be an easy test that anyone can [00:39:00] get on there and pass, but with, you know, with a fair amount of studying and, you know, dedication to learning the material, you know, it's definitely a test that anyone trying to get into the field or, you know, trying to get that New York state certification should, should try and pursue.

Yeah, I think

Jason: I saw it on the website that you have to get better than a 70%, which is kind of funny because that seems like what the standard is 70% because I think, and I think that's similar to what the IACA is and ILEA is. I know, I know with IACA, there's 19 or 20 different sections and you can't get less than 70 on any one section.

So it's a little bit different, but they're neither of them are free. So you got that one that going for you. Yeah, definitely. Yeah. So how did you prepare?

Peter: So when I took the test, I was actually I was deployed at the time through our office. You know, this was [00:40:00] after I was hired. So we had we had some training or like studying material that you know, we had just we had had in our office from.

Previous people have taken the test, so I was able to kind of have, you know, more or less call it a textbook that I was able to go through and kind of, you know, study up on some of the material or, you know, go through some areas that I wasn't, you know, as familiar or confident with. Yeah. But it definitely, you know, it wasn't a, you know, midterm or a final for a college semester by any means, but it definitely took some dedication, you know, a couple, a couple of weeks to study the material and get a good grasp on, you know, any type of questions that would be coming.

,

Jason: , I think when I took the ICA certification, I was like seven years removed from college and I remember I was like, oh, it's been a long time since I've like read a textbook and took a took a test on it. So I felt I felt at a place there. I ended up passing, I tell this story. It was, it [00:41:00] was in Austin, Texas. It was at the conference, I see a conference and I didn't tell anybody that I was taking it because I figured I was like, if I fail, I'll be so embarrassed. Like, I will be like, my motive, main motivation wasn't like achievement or, it didn't get me, too much in terms of my career at the police department, but my main thing was like, I just don't want to fail because I don't want to be embarrassed

Peter: that I've failed. No, I know. I hear you. It's funny. Anyone, anyone that works in our office, you know, that, that gets hired and then wants. We always, it's kind of always a joke in the office.

You know, they, they might leave on any given day to go, you know, out of office and take that test. And we're always, you know, we're always laughing because we're waiting for the day that someone comes back and says they failed. So luckily it hasn't happened in, in a few years. We haven't had to, you know, kind of see someone get embarrassed that way, but, but I know what you mean.

Jason: How about unpopular [00:42:00] opinion? This is a question I've been asking recently. It's kind of a hot take if you have one on the law enforcement analysis profession.

Peter: Yeah. I mean, I guess if someone can, you know, kind of like right now, I guess if someone, you know, just, you know, kind of.

On the spot asked me about a hot take. I have. I mean, really, what comes to mind is you know, at least in my experience, there's times where as analysts, you know, you might be working with a, you know, you're working with law enforcement, you know, a sworn. You know, it might be a cop, it might be a detective, it might be a sergeant, an investigator, whoever it might be, you know, I think there's times when you get the tendency to be a little bit more reserved and, you know, the information that you give back and, you know, kind of communicating your findings and, you know, my hot take is, you know, you got to go for what you're seeing, you got to tell them, you got to communicate what you're seeing and You got to communicate your [00:43:00] thoughts, you know I think people can be a little bit reserved and, you know, telling a cop or telling a detective like, Hey, I don't think this is your guy or Hey, I think this is your guy right here, you know, Hey, I identified your suspect vehicle, you know kind of like I mentioned earlier, you know, As analysts, you know, we're in that spot where we provide back the information and we let the agency we're working with determine, you know, the credibility to it.

But in that same thought, you know, there's no, there's no, you know, if you do it correctly, there's no harm in telling people, you know, Hey, I think this is your guy, you know, like, here's the supporting data. But just so you know, like, this is your guy. He did this a few years ago. This is his address, which is right by and kind of fits like the pattern of travel, you know, XYZ.

So, you know, my hot take is when you, when you have something good, you know, don't be afraid to, you know, go direct with that law enforcement. Personnel and tell them. Yeah, I

Jason: think there can be an unwritten [00:44:00] rule that when you're at certain meetings that you're just there to observe and not part and not participate.

And I've never done a good job with that. I mean, I've definitely been told like, Oh, like normally we don't have people talk, speak up like that. And and I, I think I do take more of your angle there. Where is if, if you're inviting me to be part of the meeting. I'm going to contribute if I see fit, but I do feel that some people are like, Oh, I'm just, I'm just there to observe.

I'm not there to participate. So I would never, I would never dare speak up. I would do it either like after the meeting or. Or through a different channel, but I would never participate

Peter: in the meeting. Exactly. Yeah. No, I mean, there's, there's a time and a place for everything. You know, you definitely don't want to be [00:45:00] jumping the gun and, you know, throwing out conversation just to do it.

But, you know, when that time comes, when you're ready to go for it, go for it. ,

Jason: well, let's take some calls now. This is Don't Be That Supervisor, which is the sequel to Don't Be That Analyst. And so these are got callers on the line they've seen certain supervisors do stuff that they really shouldn't be doing.

And it's funny, I was trying to think if I had one, This time around, , I did have a supervisor once that did not like the outlook or the email notifications , on meetings. Yeah, so they would turn them off and so everybody that was part of that meeting would not get a notification that a meeting is starting and and it was just like, okay, that's the whole office really relies on that [00:46:00] notification to make sure.

To remind them that the meeting's coming and that particular supervisor didn't like it. So it was like, it's like a big adjustment for that. And it was a little, it was a little weird. It was a little inconvenient for the rest of the

Peter: team.

Yeah, no, I mean, don't get me wrong. I think it was just today. I was probably cursing out Outlook as it delayed my emails or I was trying to delete something and the file was too big or whatnot. So, you know, I think just like anyone else, you got your Outlook issues, but. You know, a minor inconvenience like that,

that you cause for everyone else in the office, just because it's, it's something that annoys you probably a couple times a day.

You know, I definitely think that qualifies as don't be that supervisor.

Jason: All right. So first on the line. Is Michelle, Michelle, what's some, I almost said what's some shit you heard in the office. Wrong segment. Michelle, , what's your don't be that supervisor?

Don't be

Michelle: that [00:47:00] supervisor who lets things go. So if, if there's an employee that either needs to be retrained or something that needs to be addressed, the other employees are actually watching and watching how you address. Problems or concerns or challenges. So as a supervisor, that is part of your role and responsibility is to go ahead and address whatever needs to be addressed.

Peter: So don't be afraid to do that. You know, just maintain policy and make sure you're aware of what your roles and responsibilities are and and go ahead and take care of that as as uncomfortable

Jason: as that may be. Yeah, you know, this is a lot like parenting. Right like if the kid sees what he or she can get away with that's there's kind of setting that boundary a little bit and you definitely can see that in the workplace from time to time if a certain employee sees what he or she can get away with other people will see that too

Peter: yeah, no, I agree. I mean, this is a [00:48:00] definitely a credible don't be a that supervisor. You know, it's a good point, you know, especially if you are jumping into a new role where, you know, people were trained before you got there.

Or, you know, maybe certain processes or operations have changed in, you know, people require new training. It's definitely one of those things, you know, people are busy throughout the day or, you know, you have other things that you want to focus your attention on. It's real easy to kind of turn the other way and kind of look the other way at someone who is either struggling or, you know, just for whatever reason, not completing the work the right way or, you know, you know, following the right procedure.

So it is one of those things, you know, if you don't get it, if you don't nip it in the bud, it can, it can kind of travel and domino effect throughout the office. So, You know, definitely, definitely a good point. Yeah,

Jason: nip it in the bud is the best way to describe it, right? Yeah. Alright, next on the line is [00:49:00] Ashley.

Ashley, what's your don't be that supervisor? Don't be that

Ashley: supervisor that takes all of the credit. Give credit to where it's due, and remember when everyone else looks good that you work with, then you look good as the supervisor.

Jason: Yeah, I mean, it is, it's... It does get a little interesting at police departments from time to time, because, you know, I've been part of meetings where supervisors didn't give the analytical unit credit at all for something that was accomplished.

That really irked me kind of thing. Not the nicest that was one of those situations where i did not stand up and say how i felt but it was you know from time to time you will get that where i'm like okay we did a lot of work here and it seems like we didn't get any of the credit and. You know, you can say that it's, you know, at the end of the day, it's about catching bad [00:50:00] guys or, you know, the goals of the police department.

But from time to time, it does, it does, it is upsetting to, to not get the credit that's deserved.

Peter: Yeah, no, I mean, I think you hit it on the head kinda. Kind of exactly. I think the more like you're saying the more common common issue we see in that conversation is kind of like you're describing, you know again, I go back to kind of how I put it earlier.

It could be intentional or it could be unintentional, but There are definitely times where there's an opportunity for the agency you're working with to kind of, you know, in one way or another, give you a pat on the back or, you know, kind of just recognize the work that you put into that, that, you know, it might be a case and investigation, whatever it may be kind of recognizing the, you know, the credible effort that you put into it and, you know.

It does translate into the office as well. You know, if if you have someone working under you that really, you know, goes above and beyond and, you

know, they do what they're asked to and, and kind of [00:51:00] support whatever they're being asked to support, you know you know, you kind of got to give that, that positive reinforcement, you know, you did your job, you did what you were asked to do.

And, and, you know, here's your credit, here's your you know, recognition of, of what you did, you know, I think it definitely plays a key part in the office and, you know, kind of developing that you know, that analyst's

Jason: capabilities. Next on the line is Josie. Josie, what's your don't be that supervisor?

Don't

Josie: be that supervisor that doesn't understand what your analyst does. Take the opportunity to learn about their position so you can better support them.

Jason: Yeah, when I was at the Cincinnati Police Department, , they would rotate captains and there was a sworn captain over the IT staff.

And when that happened, it was always it. It was like, Oh, we got to train a new one. Like they got to train , the captain on what they do and how they do it.

Peter: Yeah, no, I'm a big, I'm a big [00:52:00] proponent of this one. You know, I, I definitely agree if you're supervising someone, you should know how they do their job and, you know, there's, you know, you might jump into a new position, a new supervisory spot that you did not do the work beforehand.

Which is okay, you know, that's that's that can be the case sometimes but you have to you know Take that initiative to get yourself up to speed and get yourself caught up with the work that they're doing, you know I'm a big proponent if you're asking someone to do something and to do it the right way, you know You you have to know how to do it and how to do it the right way The way that you want it done in the way that so I think this one definitely definitely hits home Next on

Jason: the line is jessica jessica.

What's your don't be that supervisor? Don't

Jessica: be that supervisor that asks for an 80 hour analysis report and you need it

Jason: in 1 hour. Yeah, we don't have an easy button. And that kind of gets frustrating to me too, because I think [00:53:00] sometimes I supervisors have a tendency to be all about speed.

And not necessarily about not that they're giving out wrong information, but I do, I do feel that there's sometimes opportunity for the whole team to build and to allow newbies to get trained on certain stuff. But if you're just focused on, you know. Getting out the answer as quickly as possible, no matter what, then it kind of doesn't allow the whole team to, rise

Peter: yeah, no, I agree. It's definitely something that, you know, at least from my personal experience, I've run into with you know, different agencies that we work with, you know, they don't, you know, someone might not always understand the amount of legwork that goes into producing a report or producing a document.

And sometimes it is not, you know, reasonably requested in a, in a in a workable timeframe but that also kind of speaks to at least in my [00:54:00] experience, the nature in which some requests. For products or information kind of travels downhill, you know you might get a request from a police department from, you know, kind of the command staff that, you know, comes down the chain of command.

And you know, for better or worse, they're asking for that product in this timeframe. And, you know, you might be busy that day. You might have a couple of different things going on and, you know, Maybe sometimes you won't be able to get it done in that timeframe, but sometimes and maybe you can, you know, it's all about prioritizing and you know, as a supervisor kind of delegating where you can, but also jumping in and providing that helping hand.

And so it's definitely one of those battles that, you know, it's a challenge that you kind of, I think any analyst or, you know. person working analysis or intelligence probably deals with on a pretty

Jason: regular basis. And our last caller is Kristen. Kristen, what's your don't be that supervisor? Don't be that

Kristen: supervisor that micromanages so much that your analyst doesn't have room to be [00:55:00] creative and develop resources that you guys

Jason: need to help.

It's kind of funny. I want to meet somebody that says I'm a macro manager and proud of it. And this is why I do it this way. It's one of those things that like you hear from time to time someone say, oh, well, he or she's a micro manager, but you never hear anybody actually say like, yep. I am.

Peter: Yeah. And you know what, maybe, maybe I'll be that first one to say that I might have some micromanaging tendencies.

Cause at least if you ask some of the analysts in our office, I think they would tell you that. So you know, at least from my standpoint, it definitely comes from a place of, you know, just wanting to produce that, that. Information the best way possible. And, you know, I think sometimes you do kind of got to be a micromanager because, you know, that information that you're pushing out to a police department or a law enforcement agency, you know, it has to be correct.

So I think there's some [00:56:00] cases where micromanaging isn't a bad thing, but. You know, kind of as the caller put, you know you got to allow room to grow and you got to allow room for people to make mistakes and, you know, learn from those mistakes. So you know, I, I guess I'll kind of stay on the fence here that there's a best of both worlds.

Jason: Yeah, well we my office, we, I, I was in we, we had fish. The one fish was called Mike and the other one was Roe.

And so, , so if you get, if that'll be your signal, if you, if you see a fish and that's their name, that's, that's their, your Alice subtly telling you that you're a micromanager, right?

Peter: Yep. All right. I'll, I'll keep on the lookout for that.

Jason: . So that is, don't be that supervisor.

If you have a, don't be that supervisor, let us know by emailing us at [00:57:00] lea podcasts. At gmail. com. All right, Pete, let's finish up with personal interest then. You're in New York, so I know you hibernate most of the winter, but we're in the summertime now. So you're a golfer.

And so I guess do you just play just to have fun or do you actually have a handicap?

Peter: I have a handicap, but I don't really think that that really warrants much consideration, especially at the moment. It definitely hasn't been a great, great

summer for that, but, but yeah, no, I mean, if the weather cooperates you know, during the summer, spring, fall, you know, you'll definitely find me out either on a golf course or, you know.

I have a lot of family in the area. So does my wife, you know, you might find us with our family or with our friends at a brewery or whatnot. So that's definitely kind of what the summer looks like. As you mentioned, winters can be a much different story. You know, when there's 2 feet of snow on the ground or a foot of snow, and it's, you know.[00:58:00]

10 below zero, you were definitely inside, probably huddled around a bottle of booze or a bottle of wine, you know, watching Netflix or something. So that's kind of what the winter looks like. And it's usually a countdown to when that weather is going to leave and come spring.

Jason: Yeah. Now It is funny that you mentioned drinking, cuz I mean, drinking and golfing go kind of go hand to hand.

Yes. So I just, that's a very fair point. Yeah. Yeah. Well, I, you know, I, I, I mostly try to have fun when I go out even though I'm ridiculously hard on myself, but I do enjoy being outside and I do enjoy just. You know, drinking with folks and BS ing. So it's, it is a, it is a nice time to, to get out and, and on the links.

Yeah. Now, do you watch professional golf at all? Oh

Peter: yeah. Yeah. Yeah. Almost religiously. I mean, especially during season or I should say, [00:59:00] especially during summer when I'm in like off season golf is usually on the TV let's see, thursday to sundays from three to seven or eight o'clock at night when that week's tournament is going on.

So sometimes I get vetoed by my wife or she'll just, You know, rage turned the TV off, but but yeah, no, definitely a, a big big watcher as

Jason: well. Now, do you watch any of the live tour?

Peter: I watched a little bit here and there. I have started to see it on TV a little bit more regularly, regularly now.

I'll turn it on every now and then, but I, I definitely am staying faithful to the PGA tour. Curious to see what happens and how things shake out with this

merger between PGA and live. Yeah, that could result in some good and some bad, but it'll it'll be interesting to see.

Jason: That is, I mean, I get back to watching it.

I don't, I used to watch it a lot at golf and I don't watch that much anymore.

[01:00:00] And, but I'll admit it was about a month ago. I happened to just turn on the TV and was flipping through the channels and. There was a PGA event on and a live tour event going on and i did not know any of the names on the leaderboard of the PGA yeah i could i could not identify all of them now least with the live or one when i went over there i was like oh i at least recognize some of these names in this little bit of different.

This team format thing is a little bit different, but I was watching that because I recognized the names. Like the other one, I didn't have any idea who those people were. Yeah. So

Peter: no, you mean I've, I've definitely had that happen once or twice too. And I'd be lying if I didn't say, you know, there's definitely some draw to watching those bigger names, those names that you're a little bit more familiar with, you know, even if they all are at that live event but you know, I definitely try and stay faithful to Transcribed [01:01:00] So the PGA, you know, that tradition, that like kind of historic behind, you know, the PGA tour and everything that goes

Jason: into it.

So, yeah. And I guess they were just they were testifying in front of Congress today on, on, on that. So that was it's so, it's so weird because it's like, Oh, we only agreed. To come up with an agreement. We don't actually have an agreement.

What is this? Like, why was any of this leaked? And oh man, it's gonna be, it's, it's really messy. It does get a little bit crazy and political because a lot of those. A lot of those guys that went to live tour was, were criticized for, you know, doing business with Saudi Arabia

but there's a lot of businesses that do business with Saudi Arabia. The U S government does business with Saudi Arabia. So I don't know why those those particular golfers were criticized, but that's a.

Peter: That's it's a yeah, it's, it's a conversation that can go around and around.

Jason: . All [01:02:00] right, Pete. Well, our last segment of the show is words to the world, and this is where I give the guests the last word. You can promote any idea that you wish. What are your words to the world?

Peter: My words, the world you know, I guess just find something you love doing and stick with it. You know, that's kinda, that's kinda how I've worked out the last few years in this spot. In my current job, you know, as a, you know, working with, you know, crime analysts and intelligence, you know, working with a bunch of different agencies, working with federal agencies, you know a few years ago, I definitely didn't see myself still in this role and, you know, I stuck with it.

And I definitely am glad I am. So, you know, I found something I love doing and I stuck with it and I and I like what's going on with it. So, you know, that's, that's my word to the world. Very

Jason: good. Well, I leave every guest with, you've given me just enough to talk bad about you later. I do appreciate you being on the show, Pete.

Thank you so much and you be safe. Alright,

Peter: thanks.

Mindy: Thank you for [01:03:00] 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.

Peter: com. Till next time, analysts. Keep talking.