

Sabrina Potts - Kill Them with Kindness

[00:00:00] Welcome to analyst talk with Jason elders 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 ahead 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 10 years of law enforcement analysis experience with a combined Olathe experience and Shawnee PD experience in Kansas. She is an active member of both.

MARCAN and the IACA, she is a certified law enforcement analyst in college. She decided one day to give up her mathematics stream for crimin. Please welcome Sabrina pot, Sabrina. How we doing?

Good. Thank you so much for having me, Jason. I really appreciate it.

I really appreciate you. And you know, in one's life every once in a while they realize they made a mistake [00:01:00] and have to acknowledge it publicly.

And so, you know, you gave me a hard time when we saw each other in Chicago about the fact that your husband, Seth who's been an analyst for all of 15 minutes, was on the show prior. To you. And so I must admit that, yes, I should have had you who has 10 years experience on the, on the show prior to habit, Seth.

So I am sorry.

Yes, no, no worries. We're pretty competitive. So it was a one up that he had on me. oh

man. Very good. But it seems like you taught him everything that he knows.

I don't say that, but no, we work really well together.

all right. So how did you discover the law enforcement analysis

profession?

Well, you're talking about making mistakes and having to admit one. I was that math major. Three and a half years into college and wondering what I'm gonna do with my life after college. And took a filler class in criminology, just went a little intro to criminology class and fell in love with it [00:02:00] and decided I'd made a mistake for the last three and a half years and changed my degree.

So I switched to criminology and started taking all the classes I could. It was so interesting and so fascinating. And I didn't actually discover crime analysis until there was like really a paragraph in my policing American society class. And I read it, I was like, oh my gosh, this is a way to like, put my passion for math and my new love of criminology together in one job.

So I graduated, I started applying for jobs and yeah, no one wanted to hire me. I had no experience or anything. Like nobody was like, you know, come on, take a chance. So I started Google 13, came across the IACA and just reached out to their info email that they had. I had Susan Whitford reached back out to me.

Giving me like classes to take you know, places to join associations, to join like ICA, but like local organizations as well. And then she is like, oh, if you're anywhere near Shawnee, Kansas, you could come intern with me. I lived the next town over, [00:03:00] so I kind of seemed like it was fate though.

Hey, this is where I'm meant to be. So I actually started volunteering with Shawnee police. Was there for almost three years before getting hired on it as a full-time analyst in

Olathe. All right. Interesting. So when, when you were in college and you had the mathematics major, what was your original dream?

Actually starting college. I was gonna be an engineer. and I was like, well, I'll, I didn't know what kind I really wanna do. I played around with aerospace engineering, but I didn't know really what I wanted to do. So I was like, I really like math. I'll just focus on math and I'll come across what I wanna do.

So I took economics, I took accounting. I took you know, math education, hoping that I would find that passion and I just never did .

Oh man. Interesting. And then when you were volunteering for three years, what did you do for income?

So I was actually working full time at a law firm and I think they were a little bit of scared of losing me.

I was running their file room, so they allowed me to leave early on Tuesday afternoons [00:04:00] and I came over just for Tuesday afternoons and put in as much time as I could at Shawnee learning what I could.

All right. Well, that's something that you and Seth have in common then because he worked in a law firm as.

How about that? He did.

He did. Yeah.

So then when you're volunteering at Shawnee, what types of things are you getting into?

So we were reading reports, trying to look for MOS.

I got very heavy in working on like our gang bulletin, trying to ID problems that we were having. We had a lot of motorcycle gang issues coming through just trying to do bits and pieces of what we could when we were there. There was a whole slew of us who came through and volunteered at one point or another mm-hmm

So we each kind of had our own niche of what we'd like to work. And I really fell in love with the gang aspect of analysis and the Intel side.

Okay. And then, yeah, cuz I, when I had Susan on, she talked about all the volunteers that she had and the tasks that she would give them. [00:05:00] And I think at one point in time they were gonna give her quite a large office to house, all these interns that she had coming in and out.

Yeah,

we did. She had her desk and we had three like substations that we all could come and sit and work at. So yeah, she did have a pretty decent office at the time.

okay. How did Olathe come on your radar

then? So I, once I started getting some experience, I started looking for open positions and I, there was a couple I applied for and I had some of the other interns beat me out for like Kyle Stoker, beat me out for Ray town's position.

But Alta was the one I applied for and I ended up starting there in 2012 and started working with Dawn Clausius. She was there at the time and she really was a ways that Intel analysis, which I didn't, you know, I had a little bit of point of doing with the gang activity, but she really kind of opened my eyes to that side of.

So it was really fun to get to work beside her and get to see a whole new side of what I was doing with Susan as well.

Okay then, yeah. So [00:06:00] then when you get there to Olathe, you've been volunteering for three years. How was the transition?

It was pretty, I will say pretty easy cuz I feel like Susan really prepped us pretty well for what we're doing, but like I said there was a whole new side of digging into people and their groups and social media and everything.

So it was really fun to kind of, you know, learn something new and kind of dive in. But I, I feel like I was really prepared well for my interning. I mean it was three years worse, so had plenty of time to do it. so, but no, I, I don't think the transition was bad

at all. The issues or the task.

That you're focusing on in Olathe in 2012. How did they compare to what, you were focusing on in Shawn in 2009?

Really it, I mean, it's kind of the same stuff. Mm-hmm, just different cities. Lafa is a little bit bigger. But I mean, we're still part of the same county and part of the same Metro area.

So a lot of it was similar things that Olathe was dealing with.

So [00:07:00] is there just two analysts there at Olathe when you get

there? Yeah. Yep. Okay. Yep. It was just Don and I working there and actually, they still only have two analyst positions

there.

In terms of the Intel work that you're learning. Did you get to continue your interest in gangs then

I did,

I did a lot of work. We had one of the national runs for one of the, I think it was the Bandidos come up through one of the years. So we did a big project with that and I got to work with our gang unit in Johns county and Lenexa, both were working with us at Olathe as well.

Trying to stop an ID as many people coming in as well. So I got to put all together, those traffic stops try to ID people figure out. Who the bikes belong to and everything. So, yeah, I definitely did dive more into the gang world there as well. Okay.

Now, is that a mixture of like law enforcement sensitive data and open source?

Yes. So I did do social media searching. I reached out, cold emailed somebody on the ICA directory trying to get [00:08:00] DL pictures or information they had from down Louisiana and down in Texas. So great information from them. So, yeah, it was a mixture of

both.

Yeah. And what, what was the actual threat? Like what were you guys anticipating or maybe thinking worst case scenario as you're trying to identify as many people from this group?

At the time they were telling us, or Intel was, I guess, coming through. The Bandidos were looking at opening a Kansas chapter and Olathe was one of the cities that they were looking to have their clubhouse in.

So we wanted to try to get as much information on the people and maybe a little bit of deterrence that maybe Alfa's not the place to pick. . Huh?

All of these are suburbs like both shiny and yes. Olathe are right outside of Kansas city, right?

Yes. Yeah. We're just one of we're both in the same county, but yeah, we are on the Kansas side of the Kansas city Metro area.

Huh? Do you know why they would've started targeting Shawnee as a place to do shop?

Well Kansas has been kind of, it still is kind of a [00:09:00] hot bed for motorcycle games. There's it's kind of been I don't know. I will say WT per se. And then as we start having Bandidos move up, we're having the hell's angels move down.

It's just started to become an area, a territory that everyone's kind of trying to put focus on.

Okay. And then. Before, you left Olathe in 2017. What had transpired with this group? Did they, did they just go somewhere else to have their

clubhouse or, yeah, they, they totally were not happy with us.

And it, it backed down for a while. I mean, there's still a lot of activity in the Kansas city area, but Lafa is not their home right now.

I gotcha. And then what is normally their operation deal with? I, in terms of the kind of stuff that makes the bambinos the bambinos

They're like any other motorcycle gang they're running drugs, they're running guns.

That sort of thing they're in, they have all sorts of violence. We just had an incident not too long ago where there was [00:10:00] rival gang members that end up attacking each other at one of our motorcycle dealerships in the, in the Metro area. So it's definitely, I mean, they're like any other gang they're fighting for territory.

They're fighting for the same drug sales and sort of things like that. All right.

Interesting. And so, and then. Beyond, I guess the gangs. Is there anything else that comes to mind during your time in Olathe during this five year period?

I also got added to our negotiations team while I was there, which was really a fun side to get to see outside of just doing, sitting at a desk.

Got to be, you know, when we got called out, I got called out with the negotiations team. I got to work in our command post and doing what I would do at my desk, running Intel on people, looking for social media, that sort of thing. But yeah. Getting to do it with a very big, significant, you know, importance, right.

Like right now let's figure this out where this person's throwing this name out. We need to figure out who we're dealing with, that sort

of thing. Yeah. So in terms of the negotiation, is this [00:11:00] terms of like suicide threats or hostage issues? Is that, is that what this relates to any and all?

Yep. yep. Any and all, so if yeah, we have someone who's barricaded someone who's taken hostages, that sort of thing.

Yes. All

right. So that's, that's pretty fascinating though. That's, that's a great opportunity so were you on call for that? Cuz obviously. Those types of people don't always work nine to

five, right? Yep. No, I was on calls. Anytime our negotiations team got called out, I got called out with them.

So we would just meet wherever on scene we're supposed to meet and I'd get to go be held up with them while they're trying to make contact with the subject. And if we made contact with them, it was me trying to pull any information I could hear from their conversations or names they came up with, or that sort of.

Okay.

So do you, were you, were you part of like a mobile unit then, and that's where you would set up shop once you were on the scene and you had access to all your [00:12:00] databases and all your computer programs that you would need? Yep.

Yep. We have our mobile command post. We just the negotiations team just had like a back room and it, it has like two rooms, so it's not huge, but you would have like the back room of it where you could shut the door.

So when the negotiator was on the phone, there was not any background noise or anything. And we would just be sitting in there listening to their conversation. And you typically have a coach who was sitting there also listening to the conversation and that's who I'm giving my information to. So if I come up with a name or like, Hey, they really like football or whatever, that could be conversation starters.

At the right time, then the coach can pass to the actual negotiator on the phone and say, Hey, you might look at, you know, talk to him about chief football at starting. They seem really interested. And so you can get 'em talking.

Is there one particular story that comes to mind during your time doing this?

Not really, no, I don't have anything, any really big stories or anything. We didn't have any like hostage, takings or anything like that. so [00:13:00] we just, we did a lot more, I think, practice than we actually did have real life scenarios.

okay. No, that's, that's still good. I, I do find it fascinating when analysts get the opportunity to be on scene and to help out in high profile cases that are ongoing, like that, like a negotiation situation.

And to hear that there, there to research basically like what, what you mentioned there, right? Anything that's talked about, any little bit of information that comes through you're running with it and trying to find out more information on that bit of information, right? Yep. All right then.

So. Let's talk about your transition to Shawnee. So you go home right in 2017, you came back to Shawnee. So let's talk about that decision to leave Olathe and go back to Shawnee. Yeah.

So at that point, Susan had retired and the analyst who came after her was Josie Macy. She actually went to Walmart [00:14:00] corporate as an analyst.

So the position came open actually towards the end of 2016 when Josie left and at the time, I mean, we're in the same Metro area, but my commute was 45 minutes each way. We had one kid at the time and I just wanted that extra hour and a half every day with my family and to be knowing that my kids were going into school, you know, and be able to, to be able to jump over and see, you know a play at school within the afternoon or field day or something.

So just that flexibility and closeness to home to get more time with them, but to see what they're doing at school as

well. Okay. No, that makes sense. And then how much had Shawnee changed since the five years that you had been there?

It had, and it had not mm-hmm I think I changed more. Like I said, bringing all that Intel side in.

It was kind of I don't know, a wake up call when I came that they're just, you know, I start digging in Facebook like I did at, and they're just like, what, what are you doing? what are you doing Intel for? And I'm like, well, this is what a analyst does. [00:15:00]

so what did they expect you to do?

So I, they did a lot more like Susan and Josie really focused a lot more on administrative number bullying and such, but they did a lot of strategic stuff with DACs and they would put out bulletins and such, but I don't really know how much of the Intel side they dug into.

So it was just something that, that was something I was very passionate about and I got to bring back and kind of start having to be like, Hey, this is what I can do. Do you want me to do this? Cause it's what I'm gonna do.

yeah. Now is there only one at the time? Was there only one analyst at,

at Shawnee?

There is. And there was, yeah. Okay. I am the only one here.

oh, still. Okay. All right. And yep. Yep. Is the volunteer program still going strong?

It is not, no. Okay. No, that is something that kind of fizzled away. And especially with COVID and everything, things definitely kind of fizzled down with any volunteers we had.

Oh, that's that's too bad. That's a, definitely a awesome opportunity for those that are in college looking for [00:16:00] experience. So, but yeah, certainly understand. and okay then. So have you gotten into much of the administrative analysis on strategic analysis since you started back to

Shawn?

I, I definitely do the number pulling. Yes, I do all the number pulling. We still do DACs. We still have some bigger projects and things we do. So, no, I'm hitting all aspects of analysis

here. oh boy. So, yeah. And, and D detox is, is interesting, but it doesn't seem like that's something that you can just dip your toe into water.

It seems like you're either all in or

all

out.

Yeah. We we fully, we've been doing it for over a decade here. We have one section of our town that. It's very heavy for traffic crashes. It, it has a lot more apartments and things there. So there's a lot more people who are prone to have like auto burglaries and things like that.

Just because location is more acceptable for those AR type of things. Not anything about people in apartments, but just, you know, there, there are bigger [00:17:00] parking lots with your cars and such available. So it definitely is an area that we still focus on. And we still do DAP

How much has that program changed since you started there in

2017? So I tried to really focus on, we really looked at hot times for crime and crashes together. So something I wanted to look at at is like, Hey, we have these hot times for crime and crashes and they really do overlap.

For our like morning stuff and our E evening things. But we were having this midnight times that, you know, there weren't crashes going on, but we were still having crimes. So we wanted our midnight officers to get in the area. So instead of just looking at both of them overlapping, I look at 'em overlapping, but I look at crashes and in cases separately to see if maybe we can have a, an area that we can put, like our midnight officers in, you know, as the bars are getting out or whatever, we can have some extra patrol in that area as well.

Then let's, move on to your analyst, badge story then, and yeah, so this deals [00:18:00] with a auto crime series, and this is in 2017, just as you're starting back at.

Yes. Yep. So I know like typically not the sexiest thing to think auto crimes, but for me, we were having a serious amount of auto crimes and auto theft in one neighborhood.

And the thing about it, we weren't giving them reported. We would have, you know, if checks were being stolen and used, we'd get a report or we'd have an auto theft, it would be reported. But majority of like our actual theft from autos was not being reported. I was seeing a lot of it cuz I live in Shawnee and I use was using the next door app and I was seeing people complaining like ti you know, posts after posts that.

Someone broke into my car. Again, someone rifle through our stuff again, and it was like a week and a half of just being hammered every night in this neighborhood. So we finally decided there was some issues going on. So we opened what we call a storm project here. You know, we love acronyms in policing

So storm stands for strategic and tactical operation to re reduce [00:19:00] misconduct. So really what it is, it's a database that we have here. So any problems that we have our DACs are in there, historic issues like issues at the park each summer that we might have traffic enforcement locations. They're all stored in there.

So you can like an officer can get in, see what information we have while they're trying to have extra enforcement in the area. And then they document their time in the area. So it's, it's really really good for transparency sake for. The public, if they're like, Hey, we've had a ton of auto buries.

What are you doing in this area week? And we're like, whoa, our officers have been out there, you know, 40 times last week or whatever. So we opened up a project there. I got to start digging into all the incidents we ended up getting with the checks coming back. We got some names. I started digging in the names, found a, they actually lived in this neighborhood and started digging into them and trying to figure out who they were associated to.

I did my first link chart here. I did an Intel packet, so trying to come up with all like social media and you know, their criminal history and [00:20:00] everything together. Really trying to figure out who these people were. We were actually really lucky. We had some really great patrol work. They were able to get enough information about the house to get it a award for the house.

And since I did all this Intel work and got to read all the cases and know what was going on with. Other cities and what property was taken. I was actually able to go out on the search warrant with them. So once they got to clear the house, I got to go in and walk through this disgusting house and all the property that was everywhere.

to see if I could help. And really I loved being able to do that, cuz it kind of gave me an inside of and prove forward. They do a search warrant. It's their information. I could give them on the house that would help them prepare for the search warrant.

Yeah, that reminds me of when I did this something similar and it got to go on the arrest that for a big investigation that I worked on and it was fascinating to made it more real.

For me, it was just data. It wasn't just people's names [00:21:00] and people on a document. It was actually real people when you walk through there. And certainly there's, there's a ton of Intel there that you can run with. So I can imagine that there was a lot that you were able to do while you were there.

And it was really just, I think the, a turning point for me, you know, I'd been at the department for about six months at that point. And it was kind of just like, man, she put together all this information on people and who they're connected to and helped work with other agencies. Like all of a sudden I was in scene as just like that admin analyst that I really could do help out with significant incidents or larger cases or things like that.

Yeah. So, I mean, were they just looking to take the stolen property to local pawn shops or were they trying to sell it on eBay or were they trying to do with it?

So a lot of what they were doing was financial things. So they were taking checks. They were mobile depositing them. So that's where we started getting a lot of names and such that way.

But they were stealing cars using them to do auto burglaries. Kind of really, I will say, quote, smart [00:22:00] people. They were using the pizza topper. So you see like a pizza hu or dominoes has a little topper on top of cars and you don't think anything of it. If you see a car with a headlight pulled off to the side of the road, you'll be like, oh, they're doing the delivery there.

No, they were just doing Otter GL and that was their. That they were doing like undercover, you know, it looks like they're the pizza guy.

yeah. That's interesting. I guess the clue that they're not doing that when the pizza delivery person will not go door to door checking to see if the car is unlocked.

Right. right,

right.

And they're not holding an actual pizza.

right, exactly.

no, but that is an interesting cover that they created for themselves because you're right. No one. Second guess that car being there, they just think that they're that's the pizza person, so, right, right. so did they get into financial

fraud then?

[00:23:00] They did. So they kind of started fighting back on, you know, with the mobile depositing and he didn't actually sign things that there was a whole mess when it came to prosecution and such, but yeah, they definitely were looking at that. One of the guys who ended up getting charged with ID theft, it was that he took.

11 year old, old girl's library card and went and checked out like a whole bunch of books on CD, like \$1,200 worth . So they were able to get her, get him for ID theft, using her her thing. And then he tried to come back. So we had him on video, he invited to it. You know, we found some of the CDs at the, during the search warrant.

So they were able to get him used in a library car, which I loved .

Oh, that is fantastic. So it was all books on tape. So I guess he's a. Bookworm, but he just loves to listen to books on tape in his free time. So that's funny because if you're going to the library, that's already free.

So I guess exactly, I guess, unless he photo is probably doing is selling them then maybe, I don't know, he's, [00:24:00] he's trying to turn a profit, but I don't

know what the black market is for books on seat, you know, at the time, but who, who knows, but that is who knows on it. Like, so could you imagine you you're going to jail and that's what you're in jail for, for stealing all they're like, what,

why are you here?

You're like, why are you 11 year old girls library?

Yes. Like that has to be pretty low on the total pole in terms of going to prison. I would imagine not. What the person went to prison, but I can't imagine that that would be something you would see comedically in, in a movie somewhere like that.

That's mm-hmm, perfect. And that's an actual, true story. So that's, that's fantastic. So, Then with the database that you talked about the storm database. Is that something where anybody that has access could add information?

So officers can add information from the squad car or other people [00:25:00] detectives that are from the office can add information to that system.

Yeah. Yeah. That was, it's a really kind of a cool thing. So if you go that's where like a lot of our names came up that they would do like, Hey, did a PED check on.

John Smith on this time he was, he said he was visiting Chris. So we would have that information. And that's how I started building like my link chart. Cause I'm like, Hey John Smith, he's connected to Chris there, you know, trying to link how these people are floating around this neighborhood and who they're associated to.

And it all came back to one house, you know, so, but yeah, anybody can so we have a community outreach. When they reached out to like the HOA and did a meeting for them, they put their information in there when our narcotics teams were doing like trash pulls, they put the information in there. So yeah, it was just kind of it's one stop shot for anyone to go in and see what we've been working on.

And it there's no, you know, secrecy of what, oh, you're, you know, you contacted that person. Anybody can see that.

Okay. So is that something that's homegrown that database or is that [00:26:00] a, a service that you're using? So

it was homegrown our old system. We are currently using Smartforce where we house it now.

Okay.

And now has that worked out for you?

It's been a pretty good transition. The old system, I mean, it, it was home built so we can put what we want into it, but this is nice cuz it's web based so you can get onto it anywhere. You have web access and sign into your account. So it's just nice that you don't have to be actually signed into your computer.

Hi, this is Dr. Carlina ACO from the Tempee police department, Arizona state university. And my public service announcement is that correlation does not equal causation. If you find that certain things are occurring that may be contributing to a decrease or increase in crime. For example, that gives an opportunity to investigate it a little bit further to see if possibly there are things contributing, but it does not mean [00:27:00] that one thing caused the decline or the increase.

It just means that there's an opportunity to explore it a little bit further. Hey, this is Shawn Gibson from the Pacific Northwest. This is to all you crazy pen code drivers out there. Do you know what a zipper merge is? It is when you let somebody. Get in front of you and then somebody comes in behind you.

You really don't have to push everybody off. So may you all learn the zipper merge and may 4 0 5 and I five be a little bit more pleasant to drive. Good luck with that. All of you crazy drivers.

It's fascinating when you work on something that's so tactical in nature, but then there's always more of a strategic avenue that you can take. And where my head's going with this is, you talked about with this, that there was a lot of citizens that didn't report the crime, or maybe they didn't, they reported, you [00:28:00] know, they talked about the break in, but maybe there was a break in, but nothing was stolen, so they didn't report it.

And so right. Is, is that something where the police department would encourage citizens that, Hey, even if nothing was stolen call us and let us know,

because we need to know all of these locations. We need to know all this information, so we, we can better. Have

an

understanding of how this group is behaving.

Yeah. I

am totally the person who's on ring or next door. When I see people like, Hey, someone got into my car last night and then I read through and not see any reports from that person. Then I'm like, Hey, you probably should file something with the police department. Cuz they would like to know that way they know where to patrol at night.

So I'm totally that person on social media. not saying I work for the police department, but just like, Hey, they would wanna know. So they know where to patrol .

Next door is an interesting app because you get all kinds of stuff and I do wonder, That does seem like something you should call the police on and not just belly a [00:29:00] online about

Right, right.

And you went to next door first before doing anything else. Like, it seems like next door would be maybe the last thing you would go to, but some people,

right, right. Like me, I just reported to the police and this is what happened.

Yeah. I know. They're like, oh my God. Someone just broke into my car.

yeah. Well, are they still there? you might wanna call the police first. So, but people are funny. Did you have to, or did you. Subpoena any information from next door or were you just Soly using it as a member of that neighborhood?

I

was just using it as a member of the neighborhood. I would live close enough to the neighborhood that I was able to see information just as a citizen. And just

using that as information I can use to do better analysis, to see things like problems like this, that people aren't reporting.

Yeah. Hmm.

I think I would find it funny too, just as a citizen that I would probably be like, oh, nothing was [00:30:00] stolen, no harm, no foul. I'm not gonna bother 9 1 1 with it. I mean, there's obviously you can call 3, 1, 1, or you can probably call the. The non-emergency helpline right at the police department to report that, Hey, I just wanna let you know, there's a break in, nothing was stolen.

No, there's no damage, but you know, I just wanna let you know kind

of thing. Yeah. And the thing is then people complain that the police are never in their neighborhood. I'm like, well, when we look at it from our point, we don't see any issues you haven't reported anything. So we see like, oh, you've had, you know, a theft, a sign and that's all you've had in your neighborhood.

We don't see that you had, you know, a whole night that someone came through and got into 15 cars. So unless you tell us, we

don't know yeah. You gotta tell 'em the squeaky wheel gets fixed. Right, right, right. yeah. Then all those neighborhoods are gonna be competing for calls for service. Sure. You watch.

Yep. Besides what you talked about with bringing more of the Intel [00:31:00] side to this position, And some of the tactical analysis. Is there anything else that you're particularly proud of during your time here when you, as you come back home to Shawnee?

Not really.

I mean, like, I, I love like, I, they. Liked what I was doing, I guess, enough, they actually moved my office over into investigations. So I'm not part of investigation, Janet, but I'm still, my office is housed over here. So I get to work closely with the detectives and all to me, I guess the most proud thing for me and it's ICA base was getting my Colia.

So in 2019 I was pregnant and I didn't have faith in myself to pass that, oh, I was pregnant, but I did

so added

pressure. Yeah. Well it gave me a good out, I was like, okay. A pregnancy brain, you know, if I fail this, I can totally blame it on pregnancy brain and not remembering words. yeah, that's true.

And there was totally there. I couldn't think of the word severe on one of the things and all you could think of was more grave and I'm like, they'll understand. I mean, more grave it's severe, right. [00:32:00] More grave

oh yeah, no, I I always tell the story that I didn't tell anybody I was taking it. I did it at the ICA conference that when, when it was in Austin, I think that was 2010.

Ish. And I didn't tell anybody, cuz I was like, oh, if I fail, I don't want a bunch of people, asking me how I did and have to tell them that I failed right over and over and over and over again. So I didn't tell anybody that's what I was doing. But

fortunately Kyle Stoker was supposed to take it with me and he chickened out at the last moment.

So taken it by myself.

oh Kyle, I didn't I know, know that he's since

taken it and passed it, but he, yeah, he totally chickened out with me.

oh, you need to let him know that you got it first then, so, yep. Oh boy. I do wanna talk more about the IACA, but before we do, you said something interesting here that I'd like to touch on.

So you talked about changing locations there at Shawnee police department, and I find it fascinating [00:33:00] where you're an analyst is located really determines. What kind of work they get. I'm guessing because you're in the investigative unit now you got more investigative type task being asked of you.

Definitely, definitely. That definitely increased. Where I sat before I was down a hallway that had a captain and a the training Sergeant. So only people came to see the training Sergeant. I was at the very end of the hallway. No one ever wanted to make that long Trek back to me. so I definitely have more people who stop by and talk and even officers make their way over into investigations to talk about what they have going on.

But yeah, I definitely get a lot more. Hey, can you dig into this person? Can you find their social media? Can you find their next kin that sort of.

Yeah. Now, do you find that officers that are not part of investigations still come to see you?

Yeah, I have a candy dish, so I kind of bribe them to come see me.

the, the Sheila Dorn advice there that's was Sheila dos advice. So [00:34:00] very good I think that's important cuz I think another thing too, whether it's true or not, I feel that when you are stationed in a specific area like homicide or investigations or with drugs or gang unit, whatever it is, I feel that it almost sends the message to the rest of the department.

That you are there to only work for that unit. And as I said, it might not be true, but I feel that some people might like, oh, that she's in investigations. Now that means she's, she's only doing investigative

work. And that was something like my department with the move. They moved my loca, my physical location, but I'm still actually housed under the administrative side of the department, like the actual tree.

I have a, I, I have the deputy chief and a captain who are above me on the administrative side to try to make it look like, Hey, I am not just, you know, the investigations analyst, but I am the department's analyst. Okay. Good deal.

All. Well, let's move on to the [00:35:00] IACA now, and we talked a little bit about your certification and so that's, a good story there.

And I do find it fascinating that you discovered IACA first. And then discovered the profession and cuz normally it's the other way around. And as I mentioned, you're an active member to I a C. So what positions have you held with? I

a C a so IACA, the only one I've had and I've had it since 2014.

I had to confirm with Kyle the other day. I run I'm the webinar coordinator, so I run all the webinars. I get 'em all set up and posted the website and get people arraigned to take 'em and answer all the questions about invoices and times and that sort of thing.

Yeah. And that's how many. Webinars do you do in a week?

So we were trying to do at least one a month with our series mm-hmm and then we have some other ones that we throw in. Like we have a power BI one coming up. But we have, you know, like the the conference, some of the top conference [00:36:00] presentations, we've been trying to add a lot more in than just our series as.

Sometimes my mind goes, like, I think the conference should be more, I think it should be better attended. I think it should be the must see, must attend event of the year and right. So I think of different stuff. Like how could you make this better? And one of the things I was just thinking about when you said that you put those on, I was like, well, you know, somebody might say, well, I'll, I don't need to go to the conference cuz they'll just make a webinar outta that class.

Right. And yeah. So I don't know who fits into that boat, if any. But I was just wondering, , is there conversations like that that were like, okay, well, if we're just going to make the, the webinar out of it, then nobody needs to go to the

conference. Well, I, I mean, I don't think we've really had that before with the conference classes.

We've had it sometimes. Kyle and I have talked about when we record webinars and they're not available until on the webinar library for an extended amount of [00:37:00] time, and then they're made available. And so we're like, are we gonna have people who don't pay for classes, then just watch the webinar library, you know, 90 days later or whatever.

And I mean, we're still having our webinars attended really well. So I don't see that happening. I think the conference itself, like the classes are wonderful. Don't get me wrong, but there's so much more about what the conference that I feel. You go to the conference for like, yes, the classes are fantastic and you get to be in person.

And ask questions and, and it's easier to do a lot of those hands on like Excel and access classes. But a lot of it, you, I mean, you go and to talk to people who are like minded, like you, who are analysts who may be fighting the similar battle with their record system or with sworn the sworn civilian division or whatever else it is like you go to be with those people and.

It's networking. It's team building. It's you know, to me, that's why I go to the conference. Like the, the classes are amazing. Yes. But it's really, I think for the people that you meet there as well. [00:38:00] Okay.

And of course then when you're, when the pandemic was here and everything was shut down, were you doing even more webinars during that time?

We

are. We did, actually. That was our first time that we did like the virtual conference. So mm-hmm, everyone who had applied to do the conference for 20, 20. We started picking, like asking them, saying, Hey, this sounds like they'd be a great webinar. Would you like doing it? So it was kind of our first time to start doing some of those conference classes in kind of a more official manner.

And then the last you know, year or so, we've been doing the same thing. We're taking the best of the best from the conference. And if you couldn't make the conference, at least you get to see some of the better. Reviewed presentations as well. So yeah, we definitely swung into trying to figure out how to move things online and how to make it available to people.

If they're working from home or sitting in a, at a desk at their work where they might be able to travel for work or for travel for presentations and such, we can at least give that training to. [00:39:00] At their office.

Okay,

interesting. So is there any misnomers, I guess, that you feel that people think about the webinar series with IACA

not that I've, I've heard.

I find that a lot of people, and this is silly. I'm like for being analysts, a lot of people can't do time conversions they have a lot of conversations with people about time conversions. And I don't, that's just like the we're getting out of the people who grew up with like, Watching TV. And it would be like nine Eastern, eight central or whatever, like it was embedded into me.

Like you knew time conversions for TV growing up. So I don't know if we're just getting to younger generations didn't have that or what.

Yeah. I don't know. I, I still mess it up to be honest with you. Yeah. And I am, I am not younger that's for sure. And, but I still find myself messing it up from time to time.

I live on the east coast, but I work for Vanderbilt who's in central and yeah. And I will still [00:40:00] mess that up from time to time. There's a, we sometimes use the airport. That's over in Panama city, Florida, and you have to transfer, and I mess it up all the time, driving over there.

I've almost missed flights because I did it, did it wrong. So I, I don't know. I am definitely in that bucket of people that are, time change deficient I guess. Is there any big changes that you have coming up with the webinar series?

No. So we're always looking for great ideas. So I'll make the plug.

If you have an idea mm-hmm of, or you wanna teach something, we're always looking for that. We have a couple ideas for a mini series and a series for next year. That we're kind of in the works that just kind of getting the feelers out to people for presentations, but yeah. Any ideas that people have, the training team loves to have 'em or if you wanna present anything we love to have you guys present

yeah.

Well, you can't give a little teaser like that, not tell me a little bit about what what's going down there. What, what are you talking about when you have ?

Well, we, we, [00:41:00] there was some great presentations at the conference that we were talking that they had on like school safety mm-hmm so we're hoping maybe at the beginning of the year, if we can get some good movement with some presenters that will have some as an analyst, you know, dealing with school threats and dealing with a, you know, if you do have a, an incident go down at one of your schools, what you can do as an analyst.

So we're hoping we'll have that in the works at the beginning of the year, and then we're hoping we can dive more. Some of our series have been so You know, particular products and such, we're looking to see maybe if we can dive into more of the investigative analyst role. So we'll have to see what we come up with.

And so if somebody does have a question or concern or a recommendation for a webinar, how should they contact you

training@iaca.net? So definitely reach out to us. Any comments, questions, concerns about anything you can't do time conversion. We'll we'll totally answer your emails.

Please email us.

all right. Good. So another question I have for you still ICA, even nothing to do [00:42:00] necessarily with training. I just curious to get your, your take. So we had elections kind. For the IAC. And what I mean by kind of is nobody ran against the two people that were running for reelection. So they, we didn't even have an election because no one ran against them.

In one way I feel that I was like, oh, does that mean there's not enough interest in people running for the board? Or was it that those two people that were running have done such a good job that no one wanted to run against them?

Yeah. I don't know, cuz we have, even with our local organization with marque and we have trouble trying to get people to fill those positions as well.

Sometimes I feel like we're having to like you know, not force people into it, but like, Hey, you really, you really should do this. Like you're, you know, you've been an analyst long enough. And I don't know if board positions, especially with the IA that you think of. Well, I mean, I've only been an analyst for, you know, so long or I don't really think of [00:43:00] myself as that big of a name.

You know, I'm not some of these other people who are on the board now or past board members that everybody knows. So I don't know if that's maybe the case of it that people. Think of themselves as being, I guess, big enough to be on the board. yeah. Or, you know, tenured enough to be on the board. So I don't, I don't know if that's what it is or not.

I, I really like my little training spot. I'm very happy where I am so I don't think I'll ever move from where I am, cuz I, I love doing the webinars. So I love getting to email with people and get to talk to all the presenters we have and it forces me to watch webinars as well. wow. Hey, so, I mean, I don't know if it's that or what

well, someday Kyle will retire.

From from being a training team.

I was gonna say the thing about Kyle and I were only like a year apart. So like if he retires, I'm probably pretty darn close to it too.

that's that's true.

The whole training committee has just gone at that point. yeah. Angela will be gone with us as well.

Yeah, I guess we'll [00:44:00] find out next year when we have elections, if their terms are up and no, they're not seeking reelection, then if you don't get anybody, what do you do? And then that's when people are usually trying to call people up who they know, who might be interested. And it's, it's fascinating that, but that's how things happen.

And then I, I know the, sometimes the associations can be criticized for being clickish, but when you throw out an announcement and nobody reacts to you. Come forward, then you start going through, I'm like, okay, who do I know that may be interested? And then you're dealing with, your viewpoint or your number of people that, you know.

And so certainly I can understand where it can then become you know, same people over and over and over again,

somebody, I was gonna say, if it's somebody that you worked with before, like, you know, you work well with somebody they're kind of the perfect person to be. So yeah, it kind of, it can look clickish, but it it's hard when you just get like the same.

You're like, no [00:45:00] one else will volunteer for these things. Like, come on, people volunteer with us. that's true. I'm

psyching you . Yeah, sometimes it seems like they did have to bake. With MARCAN mid regional crime analysis network. So this is the regional association with the IACA that's centered there in Kansas city.

You are currently the VP of administration. What kind of things do you get going on there with mark Narcan?

So currently we have elections coming up, so that's part of what I get to do is the VP of admin. I run elections but you know, we're doing the same thing that ISCA does just on a more local, we're trying to get trainings.

We both do in person in webinars. Having Kyle Stoker and I both part of mark Narcan, you know, we're able to we have access to the, ICA webinar service. So which any local organization does, but it's just, you know, we're part of that. So it's easy for us to get our things in there. But yeah, just, I mean, we, we meet once a month, so we have a, we have our [00:46:00] mark Narcan meeting and

then we also do an Intel sharing meeting that we encourage even non-marking members to come to.

So we have a lot of detectives and the crime lab, we have the da that come, FBI, TSA, all sorts of people come and we just share information on people and incidents and such going on. Yeah.

In terms of training locally at mark Narcan, do you have recommendations for training that is just maybe unique to Mar Narcan that you don't.

With the larger IACA community?

I don't think so. A lot of the people that we have, they kind of use mark Narcan as test bunnies before they presented the ICA conference or do webinar for, IACA . So we we're just really good test buddies for them to test out their product and see what good feedback or questions that might come up.

Yeah. So

do you guys hold a

conference? We do not. We've talked about bringing one. We used to have one back in the day, we talked about bringing it back at least one day training. Because we are a larger regional area, cuz we do cover [00:47:00] Kansas and Missouri, but we go down to Arkansas and we go up to Nebraska as well.

So we try to get some of those people to come in. We figure we need to start doing maybe some one and two day symposiums or, or conferences to try to get some training to those people as well. All

right. Hmm. So the original IACA conference. Was in Kansas city. Wasn't it? That's a bit of

trivia.

I don't know. I know, I know it's been here. I don't know what year it was here. It was prior to

me. Oh, you know what, now that I think about it, I think it was Denver. Yeah. But you're right. It was, it was in Kansas city at some point in time. So mm-

hmm but they definitely need to circle back there because that is kind of the, the central location.

I know that's where all the mail goes. so, yep.

All the mail. We have a mail person who works for Oland park. Darcy picks it all up and sends it to appropriate places and all what's Darcy's

last. Dar BOM. All right. But now I, I got to thinking that I know that they have that restriction that it [00:48:00] has to be an international airport.

Does Kansas city have an international airport?

We have a brand new airport that's opening in March, so we will see how it goes.

yeah, it's a pretty centrally located to be international. I feel, but , you know, you just have to go to like one other country to be international, so it's that's yeah. We fly to Mexico, you know?

Yeah. So you're probably international just for that reason alone. So, but anyway, so maybe, maybe someday we will, the ICA will make it to. Kansas city and there can be a , group effort between mark and, and the IACA. Yep. All right. So let's go into some advice for that you have for analysts and, you know, it can be either new or experienced analyst, but what's

your advice?

My advice is to get to know people, and I know that's really hard cuz 90% of us, my husband's not included, but 90% of us are introverts, but having all these connections are important, you know, it gives us a good community to [00:49:00] reach out to if you. Need help on Excel or access or whatever. It's a good sounding board for someone that you need to vent about.

They don't understand when I'm doing at my department or even just a simple contact to be like, Hey, can I get a copy of this report or a driver's license from another state? I use the ISCA directory, like crazy. I'm totally the person who called emails, people , but then it becomes fun cuz you get to know these people and then you come to the conference and it's like summer camp and you're like, oh, we've like emailed with each other and I can put your face, you know, name together.

So I, I just think, get to know people it's important.

Well let's move on to personal interest and. You describe your personal interest as being a stressed baker of this I am, which I find fascinating then. So let's, let's get a description of what you mean by a stressed

baker. So I'm the person, anytime I get released.

Stressed out at work or home or whatever, I'm baking, I'm baking cookies, [00:50:00] I'm baking donuts. I'm doing, you know, I baked the pie a couple weeks ago. Like, it's just one of those things that like, I think my coworkers know, we were like, oh, she's having a stressful week. Cuz she brought us in donuts again.

Okay.

So yeah, I definitely stress bake I find that funny because I don't know if you bake a lot of Christmas cookies. But that seems very circular in that baking a bunch of Christmas cookies could cause stress, which would make you then want to bake more, which makes you more stress. Yes. And you can't in an infinite loop until the end of the calendar year

we definitely, we do we do a big Christmas cookie thing.

My mom, and now my kids and everyone, we decorate sugar cookies and all, but no, I normally just take one thing at a time. Like this time of year, I have an apple CI or donut recipe that I love to make. I dunno. There's something about like it's so I don't know, like baking's about like exact measurements and things on like it, like, it just, I don't know, you have to [00:51:00] follow the recipe.

There's no like really strain from things. So there's something that makes it so simple and one you bake, it's just like you're and then you. Pretty cookie or donut at the end.

yeah. So do you fry your donuts or bake your donuts?

I actually bake my donuts.

Oh, okay. So are they more cake based

yes.

Yeah, no they're cake. These are these, yeah, these apple cider ones I make are cake bake based, I've done strawberry. I've done blueberry, all sorts of things. I got it. Donut pan a couple years ago and it just became my go-to thing. to make.

All right. So yeah. Now, does Seth know that? Is there certain tears of your baking that like, okay, if, if you are baking this you're at like Def con one

no, no, I don't have anything that's too much like that.

You know, he, he just knows, like, if I'm like, I gotta go bank donut or bake cookies. So he is like, all right, you need your time in the kitchen. I got it.

I gotcha. All right. Very, very cool. It reminds me and I tell this [00:52:00] story a lot , at Thanksgiving. One of the, it ruin wasn't the first Thanksgiving I was with my wife.

It was several years into it, but I, it happened to be just, it was my mother-in-law and me. You know, in the kitchen talking and she's preparing pumpkin pies and she's, we're having a conversation, not about Thanksgiving at all. What seems to me, she's looking at me the whole time and we're asking questions back and forth and having a really good conversation.

And then before I know it, she pours three. Perfect pie shells of pumpkin pie mix. And she did not measure one thing. As I said, she, she was, seemed to me looking at me the whole time. And I said, how did you do that? She's like, oh, I've done it so many times that I don't, I don't have to measure, I don't have to do anything kind of thing.

And I was had they outta that muscle memory. Yes. And I was, I was a total awe of that and found that totally awesome. And she didn't think it was that [00:53:00] big a deal at awe, but I tell that story often. Another thing that you said that you are , is a people pleaser and, and yeah, and that got me thinking a little bit too, when we, when we had that on the prep call yesterday about being a people pleaser, because I think my superpower in life is that I'm very inconsistent.

And, and so I think if I would tell people, yeah, I'm a people pleaser. There would be some people like, yeah, I see that. Yep. You are. And then there are other people would be like, oh man, you are pretty difficult. I would not, I would not consider you a people pleaser. So it's, it's funny that that really kind of in my people pleasing this, but I guess for, for you, do you feel like it's just all the time people

pleasing for you?

I just, I don't like people, like, I don't like conflict. I don't like people to be upset with me. So like, I try to go outta my way to like, make people like me. That is just, that is how I am so yeah, no, I'm definitely the people pleaser. I don't, [00:54:00] I Don. Once she did dislike me for any reason, you know, I just try to be nice to you as much as I can, you know, yeah.

I feeling

with kindness. Yeah. I do feel that that when it, when you get into conflict with arguments and stuff, that it is can get really bad, not bad. I shouldn't say that, but it can be really wearing on, on a person that's just trying to have everybody get along type of thing. Yeah. Yeah. So it's, , it's definitely can be a struggle.

So what do you wish non people pleasers understood about people pleasers?

For me, I would say it's, even though we may say yes to something, it doesn't mean we necessarily are excited to do it or wanna do it. We wanna help people. So if it's something, even if I'm not really interested in doing it, you ask me to do it.

Chances are I'm gonna help you out with that. I know sometimes that might irritate other people working around looking like I'm being favored to be on different teams or [00:55:00] whatever else, but I'm just not one to tell people. No, mm-hmm so I, I wish people who weren't maybe as people pleasing as I am, that they might see that.

Okay. She's saying yes, because she doesn't wanna upset the workflow or upset a person and especially being new to a department at any time. Like, I don't, I don't know. I want to be accepted and it's a way to be accepted that people are asking to do things. So that was one thing I guess I wish that people would understand about people pleasers.

Yeah.

It's funny. And I haven't decided whether I'm a people pleaser or not, but I know I have certain traits. And so there's situations where I'll find myself in and I'm just making myself harder for myself just to help the situation and once, right. Right. Every once in a while people would be like, what are you doing?

You're don't need to be doing all that. We just, , you don't need to be lifting that much. So I do find myself trying to help the situation and thinking of problems and anticipating problems and trying to make sure we don't go down that [00:56:00] path. And, you know, my dad will tell me that I'm worrying about things to worry about when I do kind of that stuff, but

right.

so do you actually find it difficult? To take a win. And what I mean about that is this, this actually happened a couple weeks ago at the office that we had this issue and it was working with another coworker and she was nervous about the ask. And there was, there was some tension there and we were working with a vendor and we go, and we get on this call and we present both sides.

And the, the vendor's like, oh, well, yeah, it's a little bit more work for us, but we'll take care of it. That's no, no problem at all. And she. Started to then backtrack after we had all agreed. She was like, feel, I think she was feeling guilty that she got the win and she kept, she started backtrack and was like, oh, maybe we can do it this way and all this other stuff.

And I quickly instant [00:57:00] messenger and said, Hey, take the win. We don't need to be going down that path. Just, just take the win. It's okay. We'll live to fight another day kind of thing. And so I, I have a tendency to do that as well. I don't know if you relate to that. Yeah. I

mean, I, it's hard for me to even I'm proud of her for actually speaking up cuz like, as a people Caesar, like you don't wanna make wave and be like, even though this might be easier on me, like, I don't wanna say something and it make more work for you or whatever.

So like she spoke up, which is amazing. Like that's the one in itself for her, but yeah, no, I, I do get to a point that you're just like, well, I mean like, I mean, if you wanna do it the other way, like I can totally do this work around and make my life a little harder, but it's fine. You know, type thing.

So totally get that.

all right. Well, let's finish up with words to the world and this is where I give the guests the last word Sabrina. You can promote any idea that you wish.

What are your words to

the world? My words to the world are just be kind of people. know we may not all see eye to eye. We might have a pass [00:58:00] with someone, but it doesn't mean you can't be friendly when you see someone or if you need to speak with them, Highness matters and you never know what friend Liz or smiles will do.

Very good. Well, I leave every guest with you've given me just enough to talk bad about you later, but I do appreciate you being on the show. Sabrina. Thank you so much and you be safe.

Thank you so much, Jason. I appreciate it. You too. Thank you for making it to the end of another episode of analyst. Talk with Jason elder.

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