

**The annual IACP 40 Under 40 award recognizes 40 law enforcement professionals under the age of 40 from around the world who demonstrate leadership, exemplify commitment to their profession, and have a positive impact on their agencies, communities, and the field of policing.**

The professionals chosen as the 2024 40 Under 40 awardees represent the rising leaders of policing, regardless of rank or title. They serve their agencies, colleagues, and communities with excellence, whether they are professional staff, patrol officers, investigators, supervisors, or chiefs of police. This year's class represents sworn and civilian professionals serving in a wide spectrum of roles, ranging from military special agents to community liaisons and span the gamut of experience, including new professionals, veterans of two decades, and those who found a passion for service after starting in a different field. They serve communities around the globe, hailing from six countries, and their home agencies range from small local police departments and sheriff's offices to large national police agencies.

These extraordinary individuals are motivated to lead their agencies into the future, and they encourage and mentor their peers and subordinates to grow professionally and personally, striving daily to provide best-of-class services that lead to a safer, more inclusive, and more peaceful world. Regardless of role, rank, or agency, these professionals have dedicated their efforts to raising the bar for policing.

The members of the 2024 40 Under 40 class each bring their own talents, personalities, passions, and motivations to the policing profession, but they all share important characteristics—the spirit of collaboration; the drive to help others; innovation and creativity; leadership; and the desire to make a difference in their communities, agencies, and the law enforcement profession.

Each winner was chosen for their demonstration of strong values, leadership capability, and commitment to the law enforcement field. They emit positivity, compassion, and energy, despite the challenging circumstances that all law enforcement personnel face. They provide training and mentorship for others, develop more effective methodologies for their agencies, and drive advancements in technology and policy. The awardees consistently show their dedication to their communities through community service, outreach, and education, going beyond their roles in the policing profession to make the world a better, safer place for their loved ones, the public, and future generations. ♡

**The IACP is proud to recognize the following law enforcement professionals through the 2024 40 Under 40 Award.**



**Colbey Russell**  
**Lieutenant**  
 Bucknell Department of Public  
 Safety, Pennsylvania  
**Age: 32**

Lieutenant **Colbey Russell** is recognized as an innovative leader in law enforcement, particularly in university policing. He has led initiatives to improve mental health response, de-escalation techniques, and community engagement. Lt. Russell developed the S.E.E. Safety Networks model, emphasizing fair and inclusive communities through a service-centered approach, implemented within his department and recognized in the IACLEA journal.

Lt. Russell's dedication to mental health training is evident in his efforts to bring the National Alliance on Mental Illness (NAMI) to central Pennsylvania and his certification as an instructor in mental health response. His regional mental health symposiums and training programs for officers and community members emphasize his commitment to addressing the complexities of modern policing.

“  
**I have a passion for education that fuels a desire to continuously improve, and that motivates me to provide excellence in service to the community that I serve.**  
 ”

In addition to his work in mental health, Lt. Russell also serves as an active shooter instructor, de-escalation instructor, personal self-defense trainer, and a leader in the Camp Cadet program, which aims to instill leadership and discipline in young people. His 11-week leadership series for his department has been crucial in fostering a culture of accountability and excellence.

He has also taken steps to digitize paperwork to streamline and improve patrol operations and has used the agency's virtual simulator to expand crisis training to include medical staff. Driven by a passion for service and education, Lt. Russell continues to innovate and lead, ensuring that his department meets and exceeds the challenges of modern policing.



**Beenish Fatima**  
**Superintendent of Police**  
 Police Service of Pakistan  
**Age: 32**

Superintendent **Beenish Fatima** is a trailblazer in Pakistan's police community. Driven by her desire to address societal inequities and the underrepresentation of women in policing, Superintendent Fatima—first woman in the history of the Punjab Police to lead its Organized Crime Unit—has addressed challenges for women ranging from childcare for officers to female facilities at police headquarters to drafting policies to eliminate gender barriers.

Under her leadership, the Organized Crime Unit has tirelessly pursued criminal gangs and apprehended numerous suspects wanted for violent crimes. Including nine gangs in her first three months, alone. However, Superintendent Fatima's impact goes beyond her operational successes—her efforts to improve her unit have included the introduction of anti-bias psychological testing, the recruitment of new investigators, the enhancement of technology utilization and tracing mechanisms, and the oversight of the construction of state-of-the-art unit facilities. These initiatives have significantly improved the unit's efficiency and effectiveness in combating organized crime.

“  
**Being able to change perceptions about the strengths of women—and women in police—have been among my biggest achievements.**  
 ”

Throughout her career, Superintendent Fatima has shown a deep commitment to improving access to police services for vulnerable communities. She initiated and established the first Tahaffuz Center in Punjab, a crime reporting center and help desk dedicated to serving the transgender community, eventually hiring the first cohort of transgender victim support officers. She also established

the first Meesaq Centre in Islamabad, a police help desk and reporting center for religious minorities. Currently, she is working with the Pakistan Child Protection Bureau to design an awareness campaign and support mechanism for children who are victims of violent crime. These projects, now replicated across the Punjab region, have played a crucial role in enhancing police outreach and support for marginalized segments of society.



**Mohammed Alkaabi**  
**Captain**

UAE, Ministry of Interior –  
Abu Dhabi Police

**Age: 33**



**Aaron Moses**  
**Captain**

Wichita Police Department,  
Kansas

**Age: 33**

For more than 14 years, Captain **Mohammed Alkaabi** has brought alacrity and innovation to the Abu Dhabi Police Crime Scene Department.

A graduate of Virginia Commonwealth University, Cpt. Alkaabi became the first Abu Dhabi police officer to graduate with a concentration in crime scene investigation. Cpt. Alkaabi continued his studies at the Henry Lee Institute, where he became one of the first five officers in the UAE to become a certified crime scene trainer. After graduation, he was one of six officers selected for inclusion in the inaugural class of the Abu Dhabi Police Department’s novel Crime Scene Department.

“  
**Knowing that what I do serves my country and community gives me the inner fire to be the best possible version of myself.**  
”

Throughout his career, Cpt. Alkaabi has been credited with significantly improving his department’s internal processes and advocating for the adoption of the latest technologies. In 2019, Cpt. Alkaabi was appointed head of a new Sketch and Measurements branch, where he introduced cutting-edge 3D scanning technology that revolutionized how crime

scenes were documented and analyzed. He was part of the team that led the Crime Scene Department to be awarded “Best Department” by the Abu Dhabi Police. Last year alone, Cpt. Alkaabi served as the crime scene lead for more than 60 major crimes.

Cpt. Alkaabi’s expertise has attracted significant international attention, and he has presented findings from key cases to numerous international bodies, including the United Nations Security Council.

In addition to his professional accomplishments, Cpt. Alkaabi is an accomplished athlete who has represented the Abu Dhabi Police in marathons and ironman competitions.

Captain **Aaron Moses** has significantly impacted the Wichita Police Department through his outstanding leadership and innovative approach to law enforcement. He started his career in 2012 and rapidly advanced through the ranks, showcasing exceptional leadership skills and inspiring his colleagues. In 2015, he was chosen as a field training officer, setting the standard for his shift by embodying the department’s core values.

Cpt. Moses gained national attention in 2016 for his outstanding commitment to community relations when his actions at a community event went viral, enhancing the public’s perception of the Wichita Police. As a detective, he utilized NIBIN to successfully investigate and charge major cases, including violent crimes. Then, as a sergeant, he demonstrated his leadership skills by successfully planning, developing, and leading a multijurisdictional property crimes task force. With a focus on auto theft, his team recovered over \$3 million in stolen property in just 180 days, while also minimizing police pursuits.

“  
**My ultimate goal is to contribute to a more cohesive and responsive approach to policing, reflecting the shared efforts and voices of the entire community.**  
”

As Chief Joe Sullivan’s executive officer, Cpt. Moses oversees essential initiatives such as the department’s public information efforts and its first-ever accreditation process. Additionally, he led the creation of a professional standards dashboard, which aims to improve transparency and accountability within the community. In 2024, Cpt. Moses was promoted to captain and remained as the executive officer, with the

added responsibility of overseeing the department’s newly created office of data, research, and policy.

As a lifelong resident of the city, whose mother served as a deputy chief in the Wichita Police Department, Cpt. Moses is deeply connected to Wichita and is dedicated to advancing law enforcement practices and fostering strong relationships within his community.



**Casey Botkin**  
**Patrol Captain**  
 Berea Police Department,  
 Kentucky  
**Age: 34**

Patrol Captain **Casey Botkin** has consistently demonstrated extraordinary leadership qualities and steady commitment to the policing profession, setting a high standard for his peers and inspiring others within the force. His capacity to envision the department's future and to seek insights from leaders, colleagues, and team members showcases his receptiveness and readiness to consider diverse viewpoints. He has earned the respect and admiration of colleagues both within the Berea Police Department and within other departments throughout the state.

Having witnessed the impact policing had on the mental health of his colleagues, Cpt. Botkin developed the department's inaugural Mental Wellness Time Off program. Using research and department intel, he designed a program to aid in combating burnout and mental health stigma. The program allows officers and select personnel to receive two weeks leave at every three-year milestone met with the department. During those two weeks, officers speak to a law enforcement counselor and are on leave from all police-related duties.

“  
**I am motivated to be a positive, innovative leader who creates a forward-looking department... and strive to make my department a beacon of excellence.**  
 ”

Cpt. Botkin also developed a school safety plan for the department in response to the increase in national shootings. His partnership with area schools, thoroughness in obtaining necessary resources, and steadfast dedication throughout the project culminated in his receipt of the department's Distinguished Service Award.

Cpt. Botkin recently completed the Criminal Justice Executive Development course through Kentucky's Department of Criminal Justice Training, a highly regarded five-week program focused on management and leadership skills. He has proven himself to be a proactive and progressive leader by seeking all opportunities to improve not only the department's operational effectiveness and efficiency, but also the department's complete well-being.



**Philip Wolan**  
**Detective**  
 Grapevine Police Department,  
 Texas  
**Age: 35**

Detective **Philip Wolan** is a trailblazer in modern policing, demonstrating exceptional dedication and innovative techniques in solving complex crimes. Det. Wolan has successfully closed hundreds of cases within his department—Grapevine Police Department—and for neighboring agencies.

Det. Wolan has revolutionized crime-solving methods with his pioneering use of area dump tower data and cellular data. His expertise has led to the identification and apprehension of numerous suspects, and he now trains other law enforcement agencies and task forces on these techniques. Among his notable achievements, he has solved more than 75 restaurant burglaries across five states, halted a theft ring responsible for over \$100,000 in stolen retail goods, identified a large-scale warehouse burglary crew that was responsible for stealing millions of dollars' worth of merchandise, and helped stop an ATM theft ring linked to more than 80 offenses statewide.

Det. Wolan's recent investigation into a significant vehicle theft ring recovered approximately \$10 million in stolen vehicles, highlighting his leadership and ingenuity. By leveraging cameras and cellphone data, he pinpointed the thieves' locations and secured critical arrests.

“  
**On someone's worst day, I want to be the person they turn to for help.**  
 ”

Before becoming a detective, Det. Wolan was a top DWI enforcement officer, earning multiple awards for keeping intoxicated drivers off the roads. His commitment to excellence is further demonstrated by his proactive learning approach and willingness to share knowledge with others.

Motivated by his desire to make a difference, Det. Wolan embodies the spirit of law enforcement. His relentless pursuit of new methods to combat crime and his dedication to mentoring others make him a standout figure in his field.



**Alicia McCracken**  
**Acting Inspector**  
 Ontario Provincial Police  
**Age: 35**



**Marissa Williams**  
**Detective**  
 El Paso County Sheriff's  
 Office, Colorado  
**Age: 36**

Acting Inspector **Alicia McCracken** stands out as a remarkable police leader, known for her unwavering dedication and innovative approach to law enforcement. As a 14-year member of the Ontario Provincial Police (OPP), she has held a variety of roles in emergency management, training, peer support, and leadership.

A/Insp. McCracken believes that every person can be an agent of change, which inspired her to join the policing profession. After growing up in an environment that often viewed the police negatively, she came to learn that policing was capable of positive impact. Her understanding deepened as an OPP Auxiliary member at Nottawasaga Detachment, where she saw how she could help people through difficult events and improve their view of police.

Motivated by the belief that every person can be an agent of change, A/Insp. McCracken has dedicated her career to helping people through hard times. During the COVID-19 pandemic, she led the Provincial Police Academy's COVID-19 protocols and adapted training practices and content to meet these protocols while still ensuring learning outcomes were achieved.

“  
**I hope to inspire and empower those around me to be better versions of themselves and to broaden their expertise to prepare for future opportunities.**  
 ”

In her current role as a leader in the Emergency Management Unit, A/Insp. McCracken is directing the organizational implementation of disaster management software. She is also the lead organizational Incident Management System (IMS) instructor. A/Insp. McCracken additionally works as a recruitment ambassador and a mindfulness instructor, and she supports OPP programs that

foster peer support, belonging, and female leadership. Outside of work, A/Insp. McCracken volunteers for an area soccer club, local Torch Run for Special Olympics events, and a memorial golf tournament.

Detective **Marissa Williams** has had a remarkable career in law enforcement since she started in 2012. After graduating at the top of her class at the academy, she quickly proved herself a dedicated El Paso County Sheriff's Office member. Her meticulous report writing and commitment to improvement while working in the county jail set her apart. She developed her investigative skills and leadership qualities in the Patrol Division, eventually becoming a Standardized Field Sobriety Testing (SFST) trainer and Drug Recognition Expert.

Her transition to the Investigations Division in 2019 saw her focus on complex financial crimes. Det. Williams' attention to detail and determination proved instrumental in solving a high-profile fraud case involving more than 260 victims and millions of dollars in losses, leading to a significant federal investigation. Another notable case involved uncovering over 800 counts of fraud and theft at the Pikes Peak Christian Church, resulting in a successful plea deal and restitution for the victims. Her outstanding investigative work earned her multiple awards, including Sworn Employee and Achievement Awards for her contributions to homicide cases.

“  
**As a criminal investigator, I have a duty to get justice for the victim and a duty to strengthen the stability of the community.**  
 ”

Det. Williams holds certifications as a Certified Fraud Examiner (CFE) and a Certified Anti-Money Laundering Specialist (CAMS), and she serves as a U.S. Secret Service Task Force Officer, contributing to significant recoveries in fraud cases during the COVID-19 pandemic. Beyond her professional achievements, Det. Williams is dedicated to community service, regularly volunteering at events like Coffee

with a Cop, Polar Plunge, Special Olympics, and educational talks. Her unwavering commitment to justice and community well-being makes her an exemplary law enforcement officer.



**Patrick Smithgall**  
**Sergeant**  
 Arlington County Police  
 Department, Virginia  
**Age: 36**

Sergeant **Patrick Smithgall** has been a dedicated member of the Arlington County Police Department since 2012, quickly distinguishing himself as a reliable and empathetic officer. From his earliest days on the force, Sgt. Smithgall demonstrated the qualities of a seasoned professional, embracing every opportunity to learn and share his knowledge. His commitment to training has seen him become an instructor in multiple disciplines, including Tactical Emergency Casualty Care, Oleoresin Capsicum (OC), Civil Disturbance, and Control/Defensive Tactics, earning him respect from peers and superiors alike.

In 2022, Sgt. Smithgall's was promoted to sergeant, and he immediately brought energy, optimism, and innovative ideas to every assignment. Officers under his command are eager to work with him, inspired by his hands-on servant leadership style and genuine care for their well-being. He prefers being out in the field, supporting his team, which instills confidence in his leadership.

“  
**Making an impact starts by empowering those who will be your organization's future leaders.**  
 ”

His work within the Community Engagement Division has strengthened the bond between law enforcement and the public, but Sgt. Smithgall goes above and beyond his professional duties to serve his community. He organizes efforts to shovel snow for in-need residents; delivers cakes to special needs students he met as a school

resource officer; and in one case, he even purchased and installed car seats for a mother who couldn't afford them. He served as a lead organizer for a campaign called Big Kids, Big Dreams, which facilitated a trip to Disney World for local students with developmental disabilities. In addition, he established a paid Cadet Program to provide hands-on training and insight to young adults aspiring to become police officers.



**Sara Leishear**  
**Corporal**  
 Frederick Police Department,  
 Maryland  
**Age: 37**

Corporal **Sara Leishear** has played an integral role in the Frederick Police Department's (FPD) community and officer wellness initiatives, motivated by her experiences to support resiliency and help vulnerable communities. In her early adulthood, her firsthand experience with homelessness and poverty strengthened her empathy and motivated her to protect those in need.

Currently assigned to FPD's Special Operations Division, Cpl. Leishear oversees the Crisis Response Team (CRT) and the Law Enforcement Assisted Diversion (LEAD) program. Under her leadership, CRT and LEAD have grown significantly and become the gold standard in the community. Cpl. Leishear has also improved the CRT team cohesion and activity documentation. For the LEAD program, Cpl. Leishear increased its accessibility and educated officers on its benefits, bringing referrals up 36 percent and doubling the number of participants within two months.

“  
**Each day, I am inspired to uphold justice and provide hope, using my past struggles as a beacon of empathy and resilience to guide me.**  
 ”

Through volunteering with FPD's Resiliency and Wellness Group, Cpl. Leishear helped develop a strategic plan, secure grant funding for a wellness app, bring in a posttraumatic growth training program, and implement a mentorship program. Cpl. Leishear also helped improve FPD's culture by embracing her own vulnerability in a way that empowered her fellow officers to prioritize

their mental health and support each other's mental wellness.

Cpl. Leishear has received multiple awards, including one for responding to a man who experienced an opioid overdose—who is now clean and credits Cpl. Leishear for his life and counts her among his friends. She has been recognized not only for the life-saving efforts, but her continued work in promoting, education, support, and resources to help individuals achieve and maintain sobriety.



**Hudson Bull**  
**Captain**  
 Fairfax County Police  
 Department, Virginia  
**Age: 37**



**Tara F. Burney**  
**Investigator**  
 Alexandria Police  
 Department, Virginia  
**Age: 37**

After serving with the U.S. Marine Corps and U.S. Secret Service, Captain **Hudson Bull** joined the Fairfax County Police Department (FCPD) in 2013. Known for his visionary approach, Capt. Bull has been instrumental in advancing technological solutions to tackle the challenges facing his department.

One of Cpt. Bull's most notable achievements has been spearheading the creation and development of the FCPD's Real Time Crime Center (RTCC), a central hub that integrates cutting-edge technologies to enhance operational intelligence and support proactive policing strategies. Under his leadership, the RTCC has become essential for disseminating critical information to law enforcement personnel, enabling swift and targeted responses to emerging threats.

“  
**I knew I wanted a career that allowed me to make a difference in the community.**  
 ”

Cpt. Bull has also overseen a complete overhaul of the department's license plate reader program, which he has significantly improved through outreach and partnerships with neighboring departments and private entities. Cpt. Bull has worked to engage the elected officials and the general public with informative

information sessions about the program. His contributions have led to impressive results, including the resolution of more than 500 cases, the recovery of nearly 200 stolen vehicles, the arrest of almost 300 individuals on more than 900 charges, and the reunion of 21 missing persons with their families.

In addition to these remarkable accomplishments, Cpt. Bull serves as one of the search and rescue commanders, a mission close to his heart. Cpt. Bull's commitment to public service is also reflected in his academic achievements; he holds a bachelor's degree in criminal justice from American Military University and a certificate in strategy execution for public leadership from Harvard University.

Upon meeting Officer **Tara Burney**, her genuine altruistic nature immediately becomes apparent. In addition to her role as a crime scene investigator for the Alexandria Police Department, she actively promotes mental health awareness and is a staunch advocate for equal rights.

Officer Burney is a committed member of the Alexandria Police Honor Guard, where she is spearheading the creation of a manual for the unit. She has also led fundraising efforts for the Special Olympics and the Alexandria Police Youth Camp, a program that provides scholarships for underprivileged children to attend camp. Additionally, Officer Burney has led Basic First Aid and CPR training for the department and has stepped in as a field training officer and acting sergeant during staff transitions.

Among her many contributions and positive traits, is her strong devotion to equality and inclusion. She is truly an ally to all. She has participated in LGBT law enforcement support panels and is a driving force behind the department's 30x30 recruitment, advancement, and retention initiative for women in policing.

“  
**You don't need to have rank to make a change.**  
 ”

In addition, Officer Burney recently received approval from the city to host the organization's inaugural Future Women in Law Enforcement Conference, slated to take place in Fall 2027. The conference is expected to

bring in several hundred women from various departments to network, train, and develop critical career advancement opportunities.

Officer Burney is committed to constantly furthering her education—currently working toward a bachelor's degree in business management—and actively uses this knowledge to contribute to the success of her department.



**Jeremy Lahar**  
**Sergeant**  
 Houston Police Department,  
 Texas  
**Age: 37**

As a strong believer in youth engagement, Sergeant **Jeremy Lahar** fosters positive interactions and understanding between youth and police in his role at the Houston Police Department.

Sgt. Lahar's upbringing in an at-risk neighborhood was marked by a lack of positive interactions with the police. Witnessing firsthand the challenges and injustices faced by his community motivated him to challenge the status quo and effect positive change through joining the police.

“  
**I am committed to leveraging my position to advocate for those who are marginalized and to serve as a voice for the voiceless.**  
 ”

Sgt. Lahar has spent his career uplifting and empowering at-risk youth. He pioneered projects such as Badges and Bears to bring toys to the children's hospital ward, the Cops Communicating with the Community podcast to discuss community and safety topics, the Feet on the Street show to interview Houston's diverse community, the Chop It Up with a Cop Segment

to visit community staples, and Cop Stories Segment to spotlight Houston's officers. Sgt. Lahar also established a nonprofit, The Houston Prestige Project, to mentor young men and develop future leaders. In addition, Sgt. Lahar authored the Officer Friendly children's book series, which features a positive minority protagonist working in policing to educate youth about various issues and safety topics.

Motivated by faith, family, and a passion for helping others, Sgt. Lahar strives to counter negative stereotypes and serve as a beacon of hope and inspiration for those facing adversity. His dedication to these efforts has earned Sgt. Lahar recognition in and beyond his community, and his trailblazing work has garnered multiple awards.



**Gary Koonar**  
**Acting Staff Sergeant/  
 Watch Commander**  
 Delta Police Department,  
 British Columbia  
**Age: 37**

As the Delta Police Department's (DPD) Watch Commander for A Platoon, Acting Staff Sergeant **Gary Koonar** is dedicated to enhancing operational effectiveness and ensuring community safety while applying his diverse experiences to mentor and train the next generation of frontline police officers.

A/Staff Sgt. Koonar's interest in policing and protecting communities was sparked by his school liaison officer's guidance and mentorship in high school. He pursued his passion by volunteering with a community-based crime prevention organization, then earning both an associate's degree and a bachelor's degree in criminology, achieving the latter while also serving with DPD.

“  
**Each step, from volunteering and advanced studies to other preparatory efforts, was driven by the desire to make a tangible difference in my community.**  
 ”

Since joining DPD at age 22, A/Staff Sgt. Koonar has delivered operational and investigative excellence. He participated in Project Virtue to investigate child prostitution and human trafficking and helped identify and rescue a teenage girl. A/Staff Sgt. Koonar also volunteered as the Affiant to secure vital judicial authorizations and facilitate the undercover operation's success. In addition, A/Staff Sgt. Koonar enhanced his agency's gang

investigations by leading an intelligence-led initiative that identified numerous gang offenders, thus reducing gang violence and shootings in his community.

A/Staff Sgt. Koonar has also exhibited exceptional leadership and commitment to fostering positive cultural change by serving as one of the primary trainers for the Active Bystandership for Law Enforcement program.

A/Staff Sgt. Koonar strives to be a reliable, dependent, and credible member of the profession. As one of DPD's public information officers, he works to foster transparent communication with the community, including using his Punjabi speaking skills to bridge connections with the Punjabi community.





**Abdullah Al Shehhi**  
**Deputy Director of**  
**Cyber Investigations**  
**Department**  
 UAE Ministry of Interior –  
 Dubai Police  
**Age: 37**



**Derek Bonner**  
**Staff Sergeant**  
 Royal Canadian Mounted  
 Police  
**Age: 37**

Deputy Director **Abdulla Mohammed Al Shehhi** personifies the fundamental values of integrity, professionalism, and service that define both the Dubai Police force and the broader policing profession. Actively involved in outreach programs, workshops, seminars, and community engagement initiatives, he has influence extending far beyond his department.

Since joining the Dubai Police force in 2005, Dep. Dir. Al Shehhi has achieved remarkable milestones and tangible results. He has conducted innumerable initiatives and studies that have contributed to the development of his organizational unit; supervised major international criminal cases; participated in 93 task forces and committees at the leadership and ministerial levels; and represented the state at 15 conferences and forums locally, regionally, and internationally.

“  
**Law enforcement is an opportunity to provide public service and contribute to enhancing overall security and stability in society.**  
 ”

Moreover, Dep. Dir. Al Shehhi is a passionate advocate for the professional development of his colleagues, committed to mentoring junior officers. His leadership style is characterized by a collaborative approach, where every team member feels valued and empowered to contribute their ideas and insights.

Dep. Dir. Al Shehhi is an ardent advocate of research and innovation in law enforcement. He encourages his team to stay abreast of the latest advancements in technology and investigative techniques, fostering a culture of continuous improvement and adaptability. His innumerable innovations include, for example, the establishment of a Cybercrime Analysis Room, the development of a crisis and disaster management team, and leading the development team for the One-Time-Password messaging system (which earned a first-place International Ideas Award).

Dep. Dir. Al Shehhi’s unwavering dedication to duty, coupled with his visionary leadership and commitment to excellence, set a high standard for all those who serve alongside him.

Staff Sergeant **Derek Bonner’s** tenacity, unwavering commitment, and close attention to detail has been instrumental during some of the Royal Canadian Mounted Police’s (RCMP) most complex and high-profile cases. With experience in academy instruction, general duty, the role of school liaison, cover surveillance, and major crimes, he has proven himself an excellent investigator, and trusted leader.

Currently, S/Sgt. Bonner heads the entire Surrey Serious Crime Unit, conducting homicide, attempted murder, serious aggravated assault, high-risk missing person, and arson investigations. His strong investigative background and knowledge of Canadian law and RCMP policies is demonstrated through his sound decision-making and ability to turn some of the most difficult investigations into successful convictions. This includes a multiyear shooting investigation that led to the arrest and conviction of multiple persons involved in an extensive drug trafficking network, along with the seizure of significant amounts of illicit drugs, cash, and numerous firearms.

“  
**Each time I am able to provide closure to a victim, I am motivated to work tirelessly toward the same result for the next victim.**  
 ”

In 2022, S/Sgt. Bonner was identified as an Accredited Team Commander in the province of British Columbia, a recognition bestowed upon individuals having demonstrated and documented success during investigations in the team commander, primary investigator and file coordinator roles, and having shown a commitment to the nine principles of major case management.

S/Sgt. Bonner’s commitment and dedication span well beyond policing. He also coaches youth sports and recently earned a bachelor’s degree with a concentration in applied management. His motivation stems from the desire to leave a lasting positive impact, whether on his community, his colleagues, or the policing profession at large.



**Charzetta Felton**  
**Lieutenant**  
 Tallahassee Police  
 Department, Florida  
**Age: 38**

Throughout her career, Lieutenant **Charzetta Felton** has exemplified exceptional leadership and dedication to the Tallahassee Police Department (TPD) and her broader community. Citing her “servant heart,” Lt. Felton’s long-held desire to help others led her to pursue a career in policing. Known for her positive outlook and drive to connect with her community, Lt. Felton has left an indelible impact through her work.

For more than 14 years, the Florida State University graduate has showcased a consistent trajectory of growth and impactful service with wide-ranging roles serving as dispatcher, patrol officer, field training officer, property crimes and special victims detective, sergeant in her department’s Burglary Crimes Unit, and finally as a lieutenant overseeing the Community Service Techs, Tallahassee Emergency Assessment Mobile Unit, and K-9 Units within the TPD’s Operational Support Branch. Her commitment to agency shines through in her drive to identify training opportunities and opportunities for process improvements; as one example, she worked with the clerk’s office to streamline the e-warrants system, saving valuable time for the court system and detectives.

“  
**My motivation is rooted in the fulfillment and satisfaction I derive from making a positive impact on the lives of others.**  
 ”

Lt. Felton has participated in community outreach through numerous organizations, including the North Florida Chapter of the National Organization of Black Law Enforcement Executives (NOBLE); Law and Your Community Presentations; Big Brothers Big Sisters of America; and the D.E.F.Y. mentoring program, among others. Lt. Felton’s commitment to service is

further evidenced by her participation in several prestigious programs such as the New Public Servant Initiative and the Bloomberg Harvard City Leadership Initiative, where she represented her department in discussions regarding the City of Tallahassee’s responses to mental health crises.



**Victoria Casale**  
**Lieutenant**  
 Philadelphia Police  
 Department, Pennsylvania  
**Age: 38**

For the first time in the history of the Philadelphia Police Department, Lieutenant **Victoria Casale** incorporated social services into policing. Her unique ability to collaborate with city partners and mental health providers in deploying civilians alongside police officers is what garnered the most recognition.

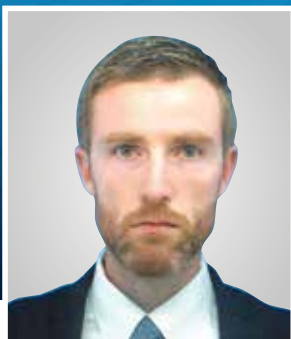
Notably, Lt. Casale spearheaded the Behavioral Health Unit (BHU), a newly established unit within the department. Under her command, the BHU, which includes the Crisis Intervention Response Team (CIRT) and Police Assisted Diversion, had an outstanding inaugural year. The CIRT, which pairs officers with social workers to respond to 911 calls involving mental health crises, engaged 750 individuals and responded to more than 2,100 calls, connecting those in crisis with real-time resources.

“  
**Working with individuals in the midst of a crisis is genuinely fulfilling to me, not to mention seeing firsthand the benefits of how we are helping people.**  
 ”

Lt. Casale was instrumental in establishing the unit, developing its processes, and training its personnel. Her innovative approach and dedication transformed the BHU, making it a crucial resource for the City of Philadelphia. The unit has saved numerous lives, while gaining support from patrol officers and commanders.

Lt. Casale joined the Philadelphia Police Department in 2015, after a successful career in the nonprofit sector. Her quick advancement through the ranks, achieving the positions of sergeant and then lieutenant within just eight years, speaks to her dedication and competence.

Lt. Casale continues to inspire and motivate her team and the community with her leadership, foresight, and commitment to enhancing the lives of those in need.



**David Hammell**  
**Supervisory Special Agent**  
 U.S. Department of the Army Criminal Investigation Division  
**Age: 38**



**Johnny McGee Jr.**  
**Lieutenant**  
 Arlington Police Department, Texas  
**Age: 38**

For almost two decades, Supervisory Special Agent **Dave Hammell** has participated in and led a wide array of felony investigations, working diligently to safeguard service members and their families.

SSA Hammell began his career as a criminal investigator with the U.S. Marine Corps. His passion for justice and his meticulous approach to investigations quickly set him apart, leading to his transition into the role of federal special agent. In this capacity, SSA Hammell worked to tackle a broad spectrum of serious felonies, including homicides, sexual violence, and drug trafficking. His leadership of the Major Case Response Team in North Carolina was particularly noteworthy, setting a high standard for forensic crime screen processing. SSA Hammell also led an investigation that resulted in the arrest and conviction of a serial sex offender who specifically targeted U.S. Marines.

“  
**My journey is a testament to the power of resilience, dedication, and the unwavering belief in the mission of law enforcement to enact positive change.**  
 ”

SSA Hammell's expertise and dedication saw him excel further at the Naval Criminal Investigative Service (NCIS), where he participated in and helped supervise more than 200 investigations at the Marine West Field Office in California, including a landmark fentanyl overdose case. One of his most notable achievements during his tenure with NCIS was his role in apprehending a repeat sex offender, an accomplishment

that earned him the Law Enforcement Officer of the Year award from the International Footprint Association-Morongo Basin and earning a heroism-lifesaving award.

At the U.S. Department of the Army Criminal Investigation Division, SSA Hammell has continued to demonstrate his exceptional capabilities. His work with the Special Victims' Unit in Germany was instrumental in solving a complex infant homicide case, and his innovative efforts to establish a new criminal squad in Central Texas have significantly disrupted criminal activities targeting Army personnel and property with an aim toward keeping soldiers, their families, and Army civilian employees safe from the fentanyl epidemic.

For more than 13 years, Lieutenant **Johnny McGee Jr.**, EdD, has provided the Arlington Police Department (APD) with exemplary service in training and recruitment. Lt. McGee strives to hire, develop, and mobilize the most promising leaders to uphold professional equity and excellence while serving the community, and his recruiting unit recently matched a historic milestone set in 2008 by welcoming a class of 45 recruits.

Lt. McGee chose to be a police officer to become the change he wished to see growing up. Living in the inner city of Dallas, Texas, as a child, Lt. McGee never saw minority police officers, and when police encounters occurred, he would frequently hear locals blame it on racial profiling. As a master peace officer, Lt. McGee applies servant and transformational leadership toward reforming systemic inequalities and ensuring fair and impartial policing.

Lt. McGee is frequently called on to assist with complex projects, from working with a colleague to research and pilot a new staffing/shift model to contributing to hiring and recruiting policy changes to working on a program to reduce recidivism among probationers.

“  
**As a police officer, I am a beacon to others coming from similar upbringings, ensuring impartial and fair policing is administered across all socioeconomic areas.**  
 ”

Lt. McGee has a doctorate in educational leadership and a certificate in justice from Harvard University, as well as a graduate of many elite police leadership programs. For his doctoral dissertation, he developed a much-needed, in-depth qualitative analysis on the impacts of police mentors for at-risk youth.

Lt. McGee also owns a franchise of the vegan bakery Cinnaholic, which is highly ranked by Nextdoor, Yelp, and the Chamber of Commerce. By helping hire and train more than 45 employees, most of whom are locals, he has provided jobs, a safe learning environment, and mentoring.



**Matthew Williams**  
 Inspector/Assistant  
 Deputy Director  
 Michigan State Police  
 Age: 38

Motivated by a passion for community service, Inspector **Matthew Williams** made a dramatic shift from his original career in finance to a new career in law enforcement. His dedication to serving others was evident from a young age and was further demonstrated by his volunteer work in Mexico and South Sudan. This commitment persisted when he joined the Michigan State Police (MSP), where he now aims to make a real difference in his home state.

Insp. Williams exemplifies the highest standards of dedication and leadership within the MSP. Over a distinguished 16-year career, Insp. Williams has held diverse roles, ranging from trooper to assistant deputy director, highlighting his versatility and deep commitment to public safety.

During his time as the commander of the Government Relations Section, Insp. Williams played a pivotal role in shaping public safety policy, negotiating budgets, and driving progress within the MSP. Insp. Williams demonstrated proactive mentorship and provided strong support to his team, highlighting his excellent leadership skills. Simultaneously, he pursued higher education, earning a Juris Doctor.

“  
**Each new role is another opportunity to serve the people I work with and to create a safe and secure community for the citizens who look to us.**  
 ”

Insp. Williams’s colleagues consistently praise his professionalism and mentorship, along with his skill for leading by example. For instance, when an error occurs on his team, he is known to step up to publicly accept responsibility while using the incidents as private mentoring opportunities. His ongoing support and engagement with current and former subordinates underscore his commitment to their growth and development.

Insp. Williams’s exceptional leadership is further evidenced by his graduation as valedictorian from law school, his completion of the FBI National Academy, and his pivotal role in securing a \$2,000,000 annual professional development fund for MSP members.



**James Hackett**  
 Director of Emergency  
 Management  
 Crawford County Sheriff’s  
 Office, Wisconsin  
 Age: 38

Since beginning his policing career in 2009, Director of Emergency Management **James (Jim) Hackett** has been distinguished by his versatility in navigating complex challenges, fostering innovation, and enhancing public safety.

Throughout his tenure with the Crawford County Sheriff’s Office, Dir. Hackett has led efforts to tackle some of the biggest problems vexing his community. During the COVID-19 pandemic, Dir. Hackett was appointed incident commander, a position responsible for coordinating response efforts across various departments. In 2023, when Crawford County experienced a devastating flood and train derailment, Dir. Hackett again led the police response. He also oversees a joint traffic safety task force and has proactively contributed to the advancement of the sheriff’s office’s technologies, such as upgraded AEDs, a new computer system for officers and dispatch, a cutting-edge CAD system, virtual reality training, and modernized squad cars.

“  
**Being able to contribute to the safety and well-being of my hometown, where my roots run deep, gives me a sense of purpose.**  
 ”

Recognizing the challenges of recruitment and retention in law enforcement, Dir. Hackett established a partnership with Southwest Technical College, creating an innovative mentorship program for cadets. This initiative has been successful in accelerating the integration of new officers into the force.

Dir. Hackett also spearheaded efforts to establish an Honor Guard, a Drone Team, and a Peer Support Team at his agency, and he is one of just 10 Wisconsin officers to serve as a peer support instructor with the Wisconsin Department of Justice.

Outside of his policing duties, Dir. Hackett serves on various community and nonprofit boards and committees and actively participates in outreach activities such as bike safety programs, career days, Cops and Bobbers, and Cops on a Rooftop, among others.



**Maggie Barone**  
**Assistant Chief, Office of Operational Technology**  
 United States Marshals Service  
**Age: 38**



**Silas E. Phipps Jr.**  
**Major/Director of Compliance & Accountability**  
 Orleans Parish Sheriff's Office, Louisiana  
**Age: 39**

Assistant Chief **Maggie Barone** always knew she wanted to be in the policing profession. Even as a child, she had an unwavering sense of justice and fairness and a passion for protecting those who could not protect themselves.

Currently serving as assistant chief of the Office of Operational Technology within the United States Marshals Service (USMS), she embodies what it means to be a great leader and consistently demonstrates exemplary initiative and steadfast determination in her assignments.

Over the past year, Asst. Chief Barone served a temporary duty and promotion assignment as the assistant chief of the Criminal Intelligence Branch, with a direct oversight role as SHIELD program manager. SHIELD is a first-of-its-kind technology, enabling deputies, investigators, and task force officers to access certain criminal information via agency-issued cellular devices. Asst. Chief Barone not only ensured the endeavor succeeded but accomplished this feat both under budget and ahead of schedule.

“  
**A culture of teamwork, communication, and creativity, reverberates well beyond where it started... together, we solve more crimes, apprehend more fugitives, and act as the voice for more victims.**  
 ”

Furthermore, Asst. Chief Barone is a founding member and primary manager of one of the USMS's newest initiatives, the Cold and Complex Cases (C3) Program. Having read a study regarding fugitive investigations that showed, after three years, the chances of finding a fugitive are low, Asst. Chief Barone initiated C3 to intervene sooner and more intensely on the USMS's most significant “cold cases.”

Asst. Chief Barone has also been part of several national initiatives including USMS's Fifteen Most Wanted, and she has appeared on media programs such as *In Pursuit with John Walsh* to further educate the public about USMS and certain high-profile cases.

Major **Silas Phipps Jr.** is a dynamic leader who has significantly impacted the Orleans Parish Sheriff's Office as the director of the Compliance & Accountability Bureau (CAB). With over 16 years of experience in law enforcement, Maj. Phipps has been instrumental in steering the agency toward meaningful reform, particularly in addressing the issues that led to a decade-long federal consent decree. Under his leadership, the CAB has implemented comprehensive reforms that have markedly improved conditions and treatment within the Orleans Parish Jail.

Maj. Phipps has achieved significant milestones through his strategic vision and collaborative efforts, including successfully implementing corrective action plans across all units responsible for consent judgment areas. His dedication to professional development is evident in the training initiatives he has led, such as creating a new 50-hour in-service course for all commissioned staff and organizing external training sessions focused on reducing liability and enhancing investigative skills.

“  
**I am driven by the aspiration to catalyze positive change in the community and reshape perceptions of law enforcement.**  
 ”

Motivated by his desire to serve as a positive role model and to bring about change within his community, Maj. Phipps is dedicated to building trust and accountability in law enforcement. His journey from a difficult upbringing in New Orleans—including a brush with the law—to a critical leadership position within the sheriff's office demonstrates resilience and unwavering commitment.

Maj. Phipps is not only a leader in his professional role but also an active community member. He shares his personal experiences to inspire youth and to impart lessons on overcoming adversity. His contributions have transformed the Orleans Parish Sheriff's Office and set a new standard of excellence within the law enforcement community.



**Erin Langill**  
**Law Enforcement Specialist, Instructor**  
 Federal Law Enforcement Training Centers, United States  
**Age: 39**

As a law enforcement instructor at the Federal Law Enforcement Training Centers (FLETC), **Erin Langill** has distinguished herself by creating and delivering targeted violence prevention content to multidisciplinary audiences.

Since her youth, Instructor Langill has possessed a protector’s mindset and felt inspired by the bravery of first responders. Her values of integrity, fairness, justice, and service have guided her through countless challenges in her career from her early days as a police officer to her time as an intelligence analyst and now as a criminal investigator/special agent and law enforcement instructor.

“  
**Seventeen years after I first took the oath to serve, I know this is a lifelong commitment for me, and I’m so proud to continue that service.**  
 ”

Instructor Langill has been a key member of FLETC’s Terrorism Prevention Branch team since its inception, helping to design and deliver terrorism prevention training to federal, state, local, tribal and territorial police. Named FLETC’s Instructor of the Quarter for the Technical Training Operations Directorate, Instructor Langill has been instrumental in the creation and execution of FLETC’s Threat Assessment

and Threat Management (TATM) curriculum. Never satisfied with the status quo, she transformed the TATM into a robust and highly sought-after presentation that has been delivered to more than 6,000 people since its pilot delivery in January 2022. Instructor Langill even enabled the TATM to expand its audience beyond police to include school administrators, non-sworn school resource officers, mental health professionals, and house of worship staff.

Motivated to be a role model for young girls, Instructor Langill also serves as a First-Class Petty Officer in the U.S. Coast Guard Reserve and as a newly certified child forensic interviewer.



**Brandon Silgjord**  
**Chief of Police**  
 City of Sartell, Minnesota  
**Age: 39**

Having served in the policing profession for over 18 years, Chief **Brandon Silgjord** skillfully leverages his influence to empower others, providing a harmonious blend of support and autonomy to encourage his team to develop into effective leaders. He has rapidly gained the affection and backing of his colleagues in the City of Sartell and the broader community.

“  
**The vision of leaving our communities in a better state than when we first encountered them, and inspiring others to do the same, keeps me going.**  
 ”

Chief Silgjord’s experiences span from patrol to canine handler to SWAT operations, and he’s filled leadership roles from sergeant to division commander overseeing multiple law enforcement and civilian operations. His achievements are innumerable. He helped create and implement a countywide mental health co-response model including a 24-hour crisis response team, gave oversight to and administered

a field-based reporting and intelligence sharing system across multiple jurisdictions, commissioned and deployed a multijurisdictional crime mapping system, enhanced recruitment and retention initiatives, and instructed academy and college-level courses on multiple subjects with a focus on officer wellness and resiliency, just to name a few accomplishments.

In the past year alone, while chief of police for the City of Sartell, he has initiated a brand new K9 program including patrol and therapy K9s, developed a new organizational structure and shift schedule to alleviate burnout and increase minimum staffing levels, advocated for the department’s role on the Central Minnesota Human Sex Trafficking Commission, and participated in a statewide mental health campaign to bring awareness and resources to PTSD in the policing profession.

As the very first externally hired police chief within the City of Sartell, Chief Silgjord’s ability to integrate so quickly into the department is a testament to his character and leadership. He continues to bring a renewed sense of energy and progressive policing to the team and has demonstrated an ability to guide effectively both now and into the future.



**Katrina McMullan**  
**Chief Inspector**  
 Police Service of Northern  
 Ireland  
**Age: 39**



**Mark Bullock**  
**Assistant Vice  
 President, Campus  
 Safety**  
 University of Iowa  
**Age: 39**

As chief inspector at the Police Service of Northern Ireland (PSNI), **Katrina McMullan** goes above and beyond for her team's welfare, while fostering collaboration and understanding between the police and the community.

Chief Insp. McMullan had to overcome significant barriers to become a police officer. In her childhood community in Northern Ireland, police were not trusted and often the targets of violent attacks. Chief Insp. McMullan was not deterred—committed to community service and a desire to bridge divides, she joined the PSNI. Although she had to hide her career aspirations from loved ones due to safety concerns, Chief Insp. McMullan persisted, and her experiences motivated her to help others pursue their dreams in the face of skepticism and resistance.

Chief Insp. McMullan has used her position at PSNI to bring her community together. As a committee member on the Catholic Police Guild, Chief Insp. McMullan arranged a religious service to which she invited representatives from EMPA, LGBTQ+, DSN, CPA, Autism Support, NIPSA, the Superintendents Association, and the Police Federation. Through this event, McMullan helped overcome barriers and empower minority groups.

“  
**Protecting the vulnerable is at the core of our responsibilities as police leaders, and I am committed to ensuring that every person feels supported and safeguarded.**  
 ”

Chief Insp. McMullan also helped safeguard her team after the PSNI data breach, taking on the extensive task of organizing and hosting informative events that provided staff with reassurance, guidance, and support. She has also found fulfillment in guiding a new community policing team that has enhanced public safety, built trust, and earned the PSNI's Problem Solving Award.

Chief Insp. McMullan has achieved significant milestones in her career, becoming an accredited Public Order Public Safety Bronze Commander in 2019 and earning her degree in leadership and management in 2023.

Assistant Vice President (AVP) **Mark Bullock** is the epitome of a young leader who stands as a model for his peers in the profession. As the top law enforcement executive for the University of Iowa, he expertly manages a university police agency that serves more than 30,000 students.

As AVP for Campus Safety, AVP Bullock co-founded the Campus Threat Awareness Roundtable to enhance collaboration among senior leadership from different campus departments. The project included the development of a proprietary dashboard for centralized data aggregation and analysis. AVP Bullock also co-founded the Johnson County Joint Forensics Analysis Cybercrime Team (JFACT), a regional task force devoted to digital forensics investigations of crimes against children.

AVP Bullock's work expands beyond the department to include collaborating directly with student groups to increase

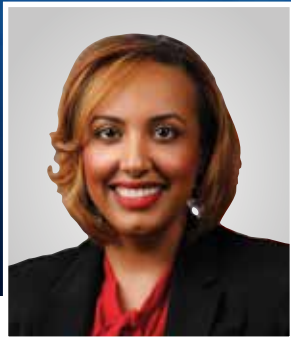
“  
**As an organizational leader, my motivation is in creating opportunity for success...to make our officers and staff more effective, efficient, healthy, and safe.**  
 ”

safety and ensure positive campus experiences. He partnered with the Dean of Students to create Student Care Coordinators, aimed at supporting students in overcoming challenges, and initiated multiple on-campus groups to enhance student-police relationships, such as the Campus Safety Student Advisory Board.

AVP Bullock considers his leadership of the University of Iowa Campus Safety

Realignment project among his proudest accomplishments. Recognizing communication gaps and cultural challenges, he developed a plan to realign campus services into a central campus safety organization. With eight distinct departments now working in a cohesive environment, the organization has increased information sharing and collaboration, allowing for more proactive intervention.

AVP Bullock is also the recipient of the Memphis, Tennessee, Police Department's highest honor, the Medal of Honor, for his involvement in an active shooter incident that tragically claimed the life of a fellow officer.



**Allison B. Hudson**  
**Police Administrator**  
Houston Police Department  
Texas  
**Age: 39**

**Allison Hudson** is a dynamic leader in policing who has significantly impacted her field through innovative community outreach and exceptional team leadership. As a seasoned law enforcement professional, Ms. Hudson has built a powerful reputation for her commitment to bridging the gap between the police and the public.

In the past year, Ms. Hudson has led multiple successful initiatives that demonstrate her leadership skills and dedication. Specifically, she initiated Concha with a Cop, a program aimed at engaging the Spanish-speaking community through local Mexican bakeries. This effort highlights her innovative approach to community engagement, as do some of her other initiatives, such as a partnership with telecommunications leaders to address metal theft and a distinctive program assisting in connecting yoga instructors with at-risk youth.

Ms. Hudson is dedicated to the success of her agency—one of her proudest achievements is the transformation of Houston’s public information practices. She led the effort to cultivate a cadre of advanced public information officers, and they have thrived in this role with her guidance and training.

“  
**Every opportunity to make a difference is a chance to grow and inspire others—it’s what drives me every day.**  
”

Ms. Hudson is a sought-after mentor and advisor for public safety officials across the United States, offering expertise in crisis management and public safety. Her extensive volunteer work, roles on various boards and speaking engagements at numerous events underscore her commitment to serving and uplifting others.

Ms. Hudson is widely recognized for her excellence and has received multiple awards for her achievements. Her professional journey reflects a deep-seated commitment to law enforcement and community service, making her a standout role model in her field.



**Pritpal Kaur**  
**Superintendent of Police**  
Indian Police Services  
**Age: 39**

Superintendent of Police **Pritpal Kaur**, BDS/Dentist (Goldmetalist), has worked for the Indian Police Services in the remote districts of Noklak and Longleng. Since childhood, SP Kaur has carried a passion for spreading education, and throughout her career she has helped resolve conflicts and strengthen communities across India.

SP Kaur’s passion for policing began in her childhood when she served as the captain of her school sports team. In this role, she participated in many police-community projects, which took her to remote areas needing help from the police and gave Kaur great satisfaction and encouragement from helping people.

SP Kaur served as the first SP for a newly created border district, and she brought progress and peace to international borders, using her negotiation skills to avert border clashes and land disputes, and assisted in anti-drug efforts, providing treatment, counseling, rehabilitation, and livelihood to hundreds of people struggling with drug addiction.

“  
**The virtue of keeping society always in order, more peaceful, and progressive made me choose the law enforcement career.**  
”

SP Kaur has dedicated her career to strengthening communities through innovative projects such as Not Guns but Machines, which teaches people how to apply their skills into making machines such as bicycles and stoves instead of weapons, and Fighting Insurgency and Drugs with Education. SP Kaur attributes her enthusiasm for education to her

mother, who believed that education is not just for making money, but for teaching and helping others. SP Kaur carries this philosophy with her today as she teaches communities how to enhance their livelihood.

SP Kaur has received several awards, including the Global Women Leader Award 2024 by World Women Leadership Congress 2024; however, one of her greatest honors was the granting of a tribal name during her work with tribal groups in Nagaland.





**Charles (Ryan) Rockett**  
**2nd Watch Lieutenant**  
 Longview Police  
 Department, Texas  
**Age: 39**



**Justin Mattke**  
**Detective Sergeant**  
 Greenfield Police  
 Department, California  
**Age: 39**

A 14-year veteran of the Longview Police Department, Lieutenant **Ryan Rockett** is a constant reminder of the good in the world. His positivity, dedication, and consistent selflessness have impacted countless lives and been the beacon of hope for his colleagues during times of trauma and despair.

His roles at Longview have been wide-ranging, with time serving in patrol, Special Investigations and Apprehension (gang crime and fugitive apprehensions), SWAT, and the County Organized Drug Enforcement Unit, prior to his current assignment.

Early in his career, Lt. Rockett had the misfortune of being involved in a critical incident resulting in the loss of life. He now facilitates post-critical incident seminars and uses his own experience to directly impact hundreds of officers and ensure they receive the much-needed support. Lt. Rockett also commands his department's Peer Support Team and responded to Uvalde, Texas, after their mass shooting to aid in post-trauma support.

“  
**A career in law enforcement is so much more fulfilling than anything one can imagine. This job has made me a stronger leader within my department, among my peers, and in my family.**  
 ”

In 2023, Lt. Rockett received the Longview Police Department's Lifesaving Award and was recognized by the City Council for administering CPR to a three-week old infant who was unresponsive. Throughout his time at Longview, Lt. Rockett has also been nominated for a number of other awards, as well. In addition, he serves as the SWAT team commander, in which role he has improved their training quality and frequency and revamped and updated their equipment inventory.

Perhaps most notable is Lt. Rockett's positive energy and his appreciation for the small moments. He's known for proclaiming "It's a beautiful day" to his team each morning, setting the tone for the entirety of the shift and increasing productivity and professionalism among his team.

Greenfield Police Department's Detective Sergeant **Justin Mattke** represents leadership excellence and unwavering dedication to his team, department, and community. Since developing a passion for policing at 14 years old as a police explorer, Det. Sgt. Mattke has pursued his passion for helping people and engaging with the community.

Throughout his career, Det. Sgt. Mattke has exhibited remarkable leadership, fostering a culture of learning and empowerment. At the Monterey County Sheriff's Office, Det. Sgt. Mattke spearheaded the creation of a Bakers to Vegas team, rallying support and enthusiasm among the members. After transitioning to the Greenfield Police Department, Det. Sgt. Mattke's leadership journey continued as he supervised the South Monterey County Task Force and became a part of the FBI Monterey Gang Unit and the DEA Gang and Narcotics Task Force.

Det. Sgt. Mattke's role as the lead liaison on two federal task forces also underscores his proactive approach to community safety. By leveraging federal resources and forging strategic partnerships, he brought federal police operations to historically underserved areas. He also helped provide opportunities for his colleagues to train and participate in complex federal investigations.

“  
**Leadership is being able to listen to people, understand their needs as a person, and help them achieve their goals.**  
 ”

Det. Sgt. Mattke's leadership earned him the Medal of Meritorious Service for his pivotal role in supervising a juvenile homicide investigation and inspiring his entire investigation unit for going above and beyond under his leadership. Det. Sgt. Mattke also received the life-saving award in 2009 and the Officer of the Year Award for the City of Greenfield in 2017.

Det. Sgt. Mattke draws motivation from his family and his fellow officers and strives to make the community a better place for everyone.



**Matt Farmer**  
**Sergeant**  
 New Brighton Department of  
 Public Safety, Minnesota  
**Age: 39**

With over a decade of dedicated service, Sergeant **Matt Farmer** has excelled in numerous roles within the 30-member New Brighton Department of Public Safety, showcasing a unique blend of operational expertise, community engagement, and strategic leadership.

Following his time as a firefighter, Sgt. Farmer began his policing career as a patrol officer, quickly distinguishing himself through his commitment to proactive policing. He developed a strong focus on impaired driving enforcement and his expertise in this area led to his selection as the agency's dedicated DWI officer. Building on his frontline experience, Sgt. Farmer was appointed as the agency's Traffic Safety Coordinator

“  
**I want to go home at the end of the day knowing that what I did would make a positive impact on the community.**  
 ”

Sgt. Farmer's experience further expanded when he was chosen to serve as a school resource officer (SRO) at an area middle school. Due to his exceptional leadership and ability to connect with the community, even during a pandemic, Sgt. Farmer was promoted to a newly created position of community outreach, education, and intervention. In addition to these

accomplishments, he has served as agency liaison to the police-faith community partnership, growing the group; developing new programs, such as a free one-day clinic; and establishing a community chaplain role. Sgt. Farmer has also authored a number of grants for his department, securing funding for new training and technology projects.

Sgt. Farmer's passion for officer wellness led him to transform a storage room at his department into a modern strength-training facility when most public workout facilities were closed due to COVID-19. He has also promoted access to a cadre of mental health experts and created a peer support team at his agency and volunteered for the city's new wellness committee.



**Bridget V. Doyle**  
**Sergeant**  
 Miami-Dade Police  
 Department, Florida  
**Age: 39**

Sergeant **Bridget Doyle** has been a dedicated member of the Miami-Dade Police Department (MDPD) since 2012, beginning her career as a police dispatcher. In 2016, she was accepted to the police academy, and in 2017, she was sworn in as an officer. Within just a year and a half, her leadership skills were recognized, leading to her appointment as a field training officer. Her interest and experience with law enforcement technology led her to apply for the newly created Strategic Cyber Investigations Unit, specifically in the Cyber Crime Investigations (CCI) squad.

Sgt. Doyle's passion and potential were quickly apparent, and she was chosen to be the unit's first sergeant in 2021. As the CCI sergeant she was sworn in as a federal task force officer, and she has worked closely with various federal agencies on numerous high-profile and challenging cases with the South Florida Cyber Crimes Task Force (SFCCTF).

“  
**The high technology crime field is made up of a mostly male demographic, and I take pride in bringing other females into the field.**  
 ”

Sgt. Doyle's leadership was instrumental in a high-profile investigation into Bitcoin of America, resulting in the indictment of the company's executives for operating an unlicensed money service business. The case, which uncovered \$3.2 million in victim losses and illicit activities, led to a \$2.6 million seizure, with \$753,000 awarded to MDPD via the Law Enforcement Trust Fund.

Additionally, Sgt. Doyle worked with the U.S. Secret Service on an international wire fraud case that led to the return of more than \$1.5 million in restitution to victims.

Motivated by the support of her colleagues, Sgt. Doyle continues to strive for excellence, ensuring her team's success and contributing to the safety of the community she serves.



**Trevor Bonar**  
**Police Officer**  
 Bellevue Police Department,  
 Kentucky  
**Age: 39**



**Robert McKinney**  
**Captain**  
 Park City Police  
 Department, Utah  
**Age: 39**

Exemplifying hard work, dedication, and selfless service to others, Officer **Trevor Bonar** is a role model to all he works with. In addition to his position with the Bellevue Police Department, Officer Bonar is also a Tactical Ballistic Shield Certified Instructor and serves on the Northern Kentucky SWAT team.

In 2023, Officer Bonar helped implement, facilitate, and teach Bellevue Police Department's first active shooter training in years. Partnering with the police department, SWAT team, local school district, county dispatch, probation and parole, and the fire department, Officer Bonar created realistic active training scenarios. Officers utilized their equipment and service weapons using simulation rounds and gained valuable knowledge from the partnering agencies. School personnel were also able to observe the training and provided collaboration regarding police response and school safety preparation and procedures. It was deemed some of the best training the department ever had.

Officer Bonar's career is one of service, first in the military and later in corrections before becoming an officer in 2016. He strives to continuously learn new things and volunteer for new opportunities.

“  
**This job chose me. I can't think of a career in which you can have a more direct impact on your community.**  
 ”

Officer Bonar has gained significant leadership experience by supervising officers during training or stepping in when a shift supervisor is off duty. He is driven to helping others reach their highest potential, and this past February, received the Bellevue Police Officer of the Year Award.

Currently pursuing his Master of Public Administration, Officer Bonar has leveraged his education on grant writing to help his own department write and submit grants, such as the one they recently put forward related to body-worn cameras and updated storage programs.

Captain **Rob McKinney** began his journey into policing with a ride-along that ignited a passion to serve and protect his community. After graduating from college and briefly pursuing a career in sales, Cpt. McKinney sought a more meaningful path. This led him to put himself through the police academy in 2008, after which he became a state trooper with the Utah Highway Patrol.

Since joining the Park City Police Department in 2014, Cpt. McKinney has fulfilled various roles, including SWAT operator, SWAT team leader, motor officer, traffic unit supervisor, and department training coordinator. His dedication is evident in his work, from overseeing the Field Operations Bureau to volunteering for patrol shifts on holidays to ensure that his staff have time with their families.

“  
**My motivation in law enforcement comes from the countless selfless acts performed by my colleagues on a daily basis.**  
 ”

In 2023, Cpt. McKinney was instrumental in advancing the Park City Police Department's dedication to the IACP Trust Building Campaign. Under Cpt. McKinney's command, his bureau prioritizes serving the underrepresented citizens of the Park City community. He oversees initiatives such as the Latino Driver's License program, which enabled more than 200 community members

to obtain valid driver's licenses in Utah, increasing their ability to obtain employment and lawfully operate a motor vehicle.

Cpt. McKinney is highly respected for his approachability and dedication to his departments and the community. He participates in community events such as Shop with a Cop, Faith in Blue, Coffee with Cop, and others. Often, Cpt. McKinney is called upon to serve as Park City's acting chief, when the need arises. As a leader, Cpt. McKinney is committed to developing future leaders and enhancing the well-being of his colleagues and community.



**Salem Almazrouei**  
**Director of the**  
**Information and Networks**  
**Branch**

UAE Ministry of Interior –  
Fujairah Police General  
Headquarters

**Age: 39**

Major **Salem Almazrouei** has established himself as a leader in law enforcement and technological innovation. He is the director of the Information and Networks Branch in the General Directorate of Fujairah Police. His extensive achievements in managing digital infrastructure and spearheading cybersecurity initiatives have solidified his reputation as a forward-thinking and results-driven professional.

From an early age, Maj. Almazrouei has built an impressive career, earning second place in the first leadership course for officers. He has been instrumental in the Global Star Rating Program and the Ministry of Interior's initiatives, serving as a liaison officer and significantly contributing to the security of critical digital infrastructures. Maj. Almazrouei's expertise was evident when he successfully prevented a cyber attack on the Fujairah Police General Headquarters, safeguarding sensitive data and upholding the Fujairah Police's reputation.

“  
**I strive to diversify my skills to achieve personal and professional growth, offering valuable lessons to others.**  
”

enhance community safety and prevent crime. A recognized expert in his field, Maj. Almazrouei's strong dedication to continuous improvement is evident in his leadership of the Smart Governance Standard and his innovative contributions to deploying artificial intelligence and Internet of Things technologies.

Maj. Almazrouei is also a passionate volunteer, dedicating time to the UAE Red Crescent Society and other community initiatives.

Maj. Almazrouei has been instrumental in leading various infrastructure projects. His achievements include the successful implementation of intelligent traffic systems, which resulted in a 2.1 percent reduction in traffic fatalities. Additionally, he played a key role in developing the Safe City project, which utilizes advanced surveillance technologies to



**David Brown**  
**Acting Group Supervisor/**  
**Special Agent**

U.S. Drug Enforcement  
Administration

**Age: 39**

Acting Group Supervisor/Special Agent **David Brown** is a 12-year member of the New York Division of the U.S. Drug Enforcement Administration (DEA), the largest division of the DEA. During his tenure, he has persistently, continually demonstrated his incredible investigative abilities, his passion for mentoring young agents, and his willingness to step outside of his comfort zone to develop his knowledge and skills.

SA Brown's passion and dedication are displayed every single day through his attitude and hard work. He has been the primary case agent on some of the most successful narcotics investigations including one that resulted in the seizure of over 1 million dollars, 3,000 pounds of marijuana, and over 150 kilograms of methamphetamine, as well as the arrest of a Regional Priority Organization Target (RPOT) based in Mexico. Additional collateral duties

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**The most important aspect of my job is to mentor the new generation of agents to become higher functioning, better equipped, and more excited than the generation of agents that came before them.**  
”

have included serving as a member of the New York Clandestine Laboratory team, a site safety supervisor, and field training agent. He has also volunteered for several details, including Operation DC Guardian.

Promoted to his current role as acting group supervisor in 2022 upon the unexpected departure of his supervisor, SA Brown has exemplified exceptional leadership while continuing to manage administrative and enforcement operations at a high level.

He is responsible for the development of multiple young special agents, and his team has continued to perform transnational investigations with a tremendous degree of success.

SA Brown has also received a Citation of Commendable Merit during Westchester County's Police Honor Awards for a cartel-linked investigation in New Rochelle, New York, that he helped spearhead.



**John Gravengard**  
**Constable**  
 Vancouver Police  
 Department, British  
 Columbia  
**Age: 39**



**Michelle Mayers**  
**Patrol Lieutenant**  
 Bluffton Police Department,  
 South Carolina  
**Age: 39**

Constable **John Gravengard** has dedicated the past five years to serving the Musqueam community as a valued member of the Vancouver Police Department (VPD). Throughout his service, Cst. Gravengard has embodied the principles of the city's commitment to truth and reconciliation with Indigenous communities, working tirelessly to bridge the gap between law enforcement and the Musqueam people.

Cst. Gravengard's motivation to pursue a career in law enforcement stems from his challenging upbringing in East Vancouver, where he experienced both the positive and negative aspects of policing. His desire to be a voice for the voiceless and to bridge gaps between law enforcement and the public guides his approach to policing, emphasizing trust, understanding, and empathy.

He is currently leading a project related to the Musqueam's inherent right to create their own court and dispute resolution process. Based on research into the Framework Agreement on First Nation Land Management Act, Cst. Gravengard has drafted an Enforcement and Ticketing Law that will be submitted to the Musqueam chief and council for approval.

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**I strongly believe that making a difference in even just one person's life is a meaningful contribution to society.**  
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In addition, Cst. Gravengard has led several impactful programs to address drug and alcohol abuse within the community. His initiatives include Youth Musqueam Nights, traffic safety improvements, and harm reduction events. These efforts have resulted in a 40 percent decrease in emergency calls and positive outcomes for community members, including a significant reduction in drug trafficking among youth. He has also spearheaded the organization of a golf event to raise funds for Musqueam Youth Golfers and to foster stronger community-police relationships.

Lieutenant **Michelle Mayers** is constantly finding ways to serve her community and her team at Bluffton Police Department (BPD), both on and off duty.

In her professional life, Lt. Mayers has participated in numerous community events, strengthening BPD's community relations, and, when off duty, she works at the local food pantry to serve people in need.

Growing up in an at-risk neighborhood, a young Lt. Mayers encountered two female police officers who guided her in the right direction. Their treatment of her and their impact on her life sparked Lt. Mayers' desire to have the same positive influence on others, especially other young women.

Lt. Mayers has gone on to fulfill this goal. As the first African American woman to serve as a command staff member for BPD, Lt. Mayers mentors younger female officers, leading by example and offering guidance.

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**Creating a team atmosphere that develops servant-minded officers who provide high-quality policing services to my community is very rewarding.**  
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Lt. Mayers has used her sharp decision-making and hostage negotiation skills to protect her community. In 2023, Lt. Mayers swiftly responded to a report of someone threatening suicide by safely evacuating all surrounding buildings, then utilizing her hostage negotiation skills, spoke with the person in crisis until the SWAT team arrived to de-escalate the situation. The person has since received treatment and thanked Lt. Mayers for saving his life.

Lt. Mayers has received numerous internal awards, including the Chiefs Leadership Award, which recognizes distinguished leadership efforts within BPD. She is currently working on her bachelor's degree in political science and gathers motivation from her family, community, and watching her fellow officers succeed.