

David Grabelski

The Life Triangle

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

One episode at a time.

Jason: Thank you for joining me. I hope many aspects of your life are progressing. My name is Jason Elder, and today our guest has 55 years of law enforcement experience. He was a homicide detective and gang unit supervisor with LAPD. He spent time with NDIC and he was a professor and department chair with Mercyhurst University here to talk about, among other things, the life triangle.

Please welcome. David Grabelski David, how we doing?

David: We're doing fine, Jason. And it's good to talk to you again. It's been a couple of years since we talked, I think it was back in the NDIC and Mercyhurst days that we

Jason: talked.

David: IALEIA days too, [00:01:00] we talked.

Jason: Yeah. Well, I ha I just recently had David Jimenez on, and he sent me a picture for Mercyhurst from 20 years ago, and I was like, oh my goodness.

And I'm pretty sure you were there too. So it's it's a, it's amazing when you start thinking about it. I was like, oh yeah, we've known each other for decades, not just a couple years now. We've known each other a couple of decades.

David: I, too go back to NDIC days, 1993 when NDIC opened up and I met him and back then, and over the years I've worked with him through my time at Mercyhurst, and then through IALEIA and at conferences, and actually talked to 'em a couple a week or so ago.

So he's joining the retirement group?

Jason: Yeah. Yeah. Well, it's geez, we're all, getting up there. So hopefully we just don't turn into dinosaurs and we can still get together and converse and try to help out the next generation.

David: That's a good idea. I like that.

Jason: All right, so let's start with your time at [00:02:00] LAPD. 'cause I think, I mean, obviously with your introduction, you've gone coast to coast and spending time in California and spending time in Pennsylvania. So I just want to get your perspective from when you started, and we're talking about starting LAPD at 1972, just that perspective.

And I want to take it from there and get into what you were able to accomplish in your career.

David: All right. We can start with 1972, but. Let me start like six months earlier than 72 when I start, I'm about to graduate from Penn State, bachelor's degree in criminal justice.

Going to look for a job. I started putting out my applications on the East coast and on the bulletin board was a flyer that says LAPD with a college degree advanced stand in or something. I go, well, I've never been to West Coast. My buddy in fraternity house. We traveled across country. I did the three days of testing, and I came back and did the [00:03:00] applications around connect.

I'm from Connecticut originally, so I did the applications and then somebody asked me. Why would I go to LA and answer? The answer was simple on, on the TV at that time. For those that are old enough, there were two things on the tv. One was the Nap Commission out of New York City, the SCO and the indictments, and the corruption.

And the other one was this TV show called One Adam 12 Beaches, bikinis, and Beautiful Girls and good looking cops. And I go, LA sounds good. Anyways, I took the test, they offered me a job. I took everything I own, put it in my Ford Mustang headed out west. So in 72 I ended up in Los Angeles.

Jason: And so, so how close was the TV to real life?

David: Actually, back in the seventies, it was back in the seventies, it was, oh. And yeah, that's a whole nother story. The first, I got married in 81, so those

first seven years on a job were pretty close to the [00:04:00] TV life. Anyway, so I joined them. I did the usual stuff patrol went into the jail division went back to patrol, went to administration, went to vice seven years on a job.

I took the test, promoted to a sergeant, did two years as a sergeant, and realized that. You got the uniform side and you got the detective side. And I was a very, I liked the detective side better. So I got promoted again. It's a different civil service thing. And I went over into the detective side at the same time I got married, 81.

I became a detective and went to the detective side. So I was, that was a quick first nine years of the job,

Jason: so. So I'm interested, 'cause as you mentioned, you're from Connecticut? Yep. Went to Penn State. And that transition. I, I have never been to LA so I am definitely ignorant, but I know that LA is a large, large city geographically, plus [00:05:00] millions of people.

So just take us back to your time. I mean, you're, again, you're come, you're coming from Connecticut and you're coming into the big city to, enforce the law.

David: Yeah. It, it was a culture shock. I mean, it was a real culture. I was in a small little town from Connecticut, Penn State's, on a mountaintop in Pennsylvania.

I went to the academy. It's in Griffiths Park, so it's, it's no way from the city. It's isolated. And my first assignment was Hollywood. Nice. All right. And then I went to Hollywood Morning Watch, and that's a whole different world after Dark and Hollywood back in the early seventies. And I used to joke I saw things on Hollywood Boulevard that I only read about in abnormal psychology.

I mean, the, the, the culture of there was just eyeopener for me.

Jason: Yeah.

David: And then two, so what did you

Jason: call it? The, the, the homicide walk.

David: H Hollywood.

Jason: [00:06:00] The Hollywood walk. What? And then what was the alley? Hollywood after Dark?

David: Yeah. Hollywood had a, a daytime culture of the tourists. Oh. And then you had the Twilight Zone and then after midnight.

That's a whole different culture of people that came out. And I was, I was totally foreign to me. And then stepping again, two years later, three years or two years later, a year later, they put me in jail division. And now I'm working in jail division with the, the, the drunk ward, the transit ward.

And that's a whole different world. And then from there, I ended up in South LA and a minority community. And I'm going through another culture shock 'cause that's a total different environment for me. So it, it an east coast boy with a college degree and very naive. It was a whole culture shock I had adopted, but it was interesting in retrospect.

It was interesting times.

Jason: Yeah. I, I feel with. Officers, especially the first couple of years you're on patrol, a lot of [00:07:00] times you're, you're by yourself and the, the amount of people that you interact with and just getting to know the community, as you mentioned, a whole different wide array of characters that you ran across in your time.

I feel that it's why a lot of police, officers usually can talk to just about anybody because they spent so much time talking with such a wide variety of people

David: where I really, and this is where LAPD did a good job they required that most of us probationers once we got off probation, go work the jail division.

And that's where I really learned. To talk to people. 'cause I don't have a baton, I don't have a gun, we don't have pepper spray. Now I've gotta talk you into the jail. I gotta talk to you. Mm-hmm. Move you around. And that's where I really learned how to talk to folks. I really did. And the other culture that's really changed.

Over the years was my first day at the academy. They lined us up [00:08:00] and by military branch stepped forward and everybody left was a college kid, stepped back. And in my, in my graduating class, there are only six of us that did not have military experience. And so that everyone else had gone through the military and a lot of Vietnam vets and we were looked at.

You were the college boys. We were, we were the smart ones. Alright. But we weren't very smart, streetwise and lifewise. And that was the culture change too for the environment that I had to go, I went to work in.

Jason: I've talked to a lot of analysts, I've talked to a lot of people now through this show and one of the things.

I am seeing, or at least I, I'm paying more attention to, is the, the idea of success coming through good judgment. So I, I think back at your time and all the various steps that you just went through, through your first 10 years at LAPD, and obviously you built the [00:09:00] reputation enough that you have sound judgment.

Like you can make the right call at the right time because I mean, if just education itself can only get you so far. And if you're making decisions that are either breaking rules or making the department look bad, you're not gonna get very far. But the fact that you were able to accomplish so much, so many different areas in that first 10 years and probably continued on, had to do with the fact that you could make the right decision when it counted.

What do you think about that?

David: I think I was very fortunate that I never had the same position more than a year and a half, two years, and then I went and learned an, I was in a different environment or different assignment they watched. Dealing with tourists is different than after midnight, dealing with the street crowds that are there.

Well, going to jail division was a, in retrospect, a real good choice. [00:10:00] I learned a lot. And then you, I learned a lot about people. Okay. Mm-hmm. I think, i, I remember one of the first eye openers, it was a standard family dispute. My partner and I went there. He took the husband, I took the wife we separated him.

Mm-hmm. We talked and we calmed them down. We got 'em back together. We're, and the four of us are talking trying to come up with a solution. And out of nowhere, the husband took one step forward and punched his wife right in the nose and down she goes right in front of my partner and I, and after so we resolved it.

We get in the car, I go. Didn't he know we were there And he had explained to me that it didn't matter that we were there. I mean, there's some people are just

going do when they're emotional, they're just gonna do things. So you gotta expect you to expect it. I go, and that was a eyeopener .

And the, the thing you just brought up is really gonna come true in my homicide days because they took me from [00:11:00] burglary to juvenile, to GTA to robbery, to two years in sexual assaults before I was prepared enough to go to homicide. So words of wisdom to young analysts get a job or an agency or a position where you're gonna learn stuff, but you're gonna be able to move around every couple of years to learn something different within that agency.

And as you. As you move around your first 10 years in your career, pick some place or be fortunate enough to pick some place that they'll move you from topic CIA and you move from country to country, that's fine. It just broadens you, makes you a better analyst.

Jason: Yeah. I, I, I think it's so easy.

I, I know when I was in my twenties, I was so impatient. I wanted everything. Now, I didn't want to baby step it. If things were progressing too slowly for me, I, was proactive in trying to speed it up and now that I have a son [00:12:00] 16 going on 17, I'm thinking now as like, you know what?

Just, it doesn't matter. Everything's an opportunity to learn and to, and to interact and to network. And just don't necessarily worry about that grand plan per se, try to take every opportunity that you, that can that's right. Directly in front of you,

David: and don't try to be an expert in one topic too quickly.

Okay. Get that broad based knowledge of everything or as much as you can. And then then worry about specializing in one topic.

Jason: Yeah. So you, so you

David: so

Jason: mentioned that you Oh, go. You have something else to add?

David: Well, that was my patrol days, but then I moved on to I was a sergeant, that was okay, I wasn't real comfortable as a field sergeant tactically wise.

Mm-hmm. That was not my strength. So when the opportunity came up, I rolled over and I became a detective, and that's what I really enjoyed. Being, working for the city

Jason: I find that interesting that you have gravitated [00:13:00] towards being a detective over a sergeant, just , as you mentioned.

Talk a little bit more about why you think being a detective was so much more appealing. Than being a sergeant.

David: Sure. I describe it as problem solving. When you're a uniform or you're a sergeant, there's a situation you're confronted with.

You can't leave until you solve it. Okay?

Jason: Mm-hmm.

David: As a detective, you're confronted with a burglary or a robbery. Well, there's no immediacy to it, and I can do it methodically and solve it and solve it point by point, and get it on paper and make it stick. Mm-hmm. And there was no emergency that like tactically.

Mm-hmm. And so I like to challenge putting the pieces together, putting the puzzle together, more methodical to do it. Yeah, more methodical. And so I, that's what I liked about the detective job. Plus I personally put guys in jail as a sergeant. You don't put anybody in jail as a detective. You still put 'em in [00:14:00] jail.

Jason: Yeah. Yeah. So, I mean, and then you said that you were detective for various units yeah. Before, before making it to homicide. So, a, again, as you said, you've spent a little bit of time all over. And, and got to experience being a detective in all those different disciplines, I guess. Is there one that I, I'm, I'll let, I guess I'll leave it up to you.

Is there one that sticks out? Is there one that's like, oh, it, this was harder than I thought? Or maybe this is more interesting than what people think. Is there, is there one of those disciplines that you, you want to talk about?

David: I had bounced from table to table and by their method. Every six months they rotated new detectives.

I went from burglary to juvenile to, mm-hmm. To robbery. And I know one thing I noticed was now this is early 70, late 79, 80 some, somewhere like that. No, 81. 81. That if there was a sexual [00:15:00] assault, if it was a burglary, sex rape, then the burglary table handled it. If it was a robbery, rape, then robbery handle, if kidnapping, rape, than it was.

Kidnapping table and it was just spread out. And there was a big movement in California about rights of assault victims, their rights. So I went to the boss and I says, Hey, how about I and another partner, we'd handled all the sex crimes and it hadn't been done before. And I go, sure. And then I really enjoyed detective work and investigating sexual assaults.

It was also my introduction to analysis. We got a new boss that came in and he came out one day and says, Hey, I got a three day class class of over at SC on a thing called Via and Link. Who wants to go? Well, again, following my own advice, a three day class. Sure I'll take it. So I went over there and this guy named Gottlieb and Berg showed up, well I think it was Sheldon [00:16:00] showed up for three days on what a ruler and colored pencils.

We drew these straight lines and these nodes and then these arrowhead and all that stuff. And it was an interesting class, but I'm never gonna use this. Okay. But it was analysis and that turned out to be that book one of the first books by on crime analysis by Gottlieb and arms or Harburg.

So from,

Jason: was that were from report to. Arrest? The last arrest?

David: No, there was one before that.

Jason: Oh, okay. So one before that.

David: It was one of the original ones is the big thick one. So as I go back to sexual assault and an opening came up in homicide, I was asked to go to homicide, and so I went to homicide.

But, but professionally, I enjoyed. Sexual assault cases better than homicide. Eventually it was just more of a challenge. And, you know in general, a third of the cases were business disputes, boyfriend, girlfriend type [00:17:00] disputes. A third of them, there wasn't much to go on, but a third of them. Really righteous rapes, traumatized victims, and a rapist is always gonna be a serial rapist.

No such thing as a one-time rapist. And I really professionally enjoyed putting those guys in jail. But I ended up in homicide 'cause they asked me to go and started my career in homicide, .

Jason: Alright. So did you ever get to use. , The knowledge you got from Gottlieb's class?

David: Yep.

And here's the story.

Jason: All right,

David: so I'm in homicide for about six months, just left sexual assaults. And you ever walk into a room and it's cold and it's quiet, and you know something big just happened and you just hope it wasn't about you. I walked in the station one day, it's quiet, it's cold. They go, what's going on?

And they said the sexual assault team's got a rape victim from the, from the university down the street. I go, whoa, okay, I'm glad I'm not involved. An hour later, my [00:18:00] lieutenant called me in and says, Hey, Dave, what? He says, listen, we've had a a young lady walked in. She told us that a year ago she attended a fraternity party and at the end of it, three bedrooms, four hours.

25 guys raped her and she now wants to make a report. A year later I go, did she die, boss? No. I go, well then I'm homicide. I don't, he goes, no, no, no, you got, you spent two years working by that university. You've got the case and holy cow. So I do, we do a big investigation, so well-known fraternity house sons of famous people and all that, interview 85 people.

And I do the report, it's a big 200 page document. And I said, okay, I gotta present this to the da. How I gonna present this to the da? And I go, well wait a minute. I did this thing called a visual investigative chart. I wonder if that would work. So I called the guy that taught the class. I said, here's what I [00:19:00] got.

And we decided to take the paper, draw the victim statement center line, and then everybody statement that admitted to it or. Yeah, acknowledged they had sex with her or came into one of the rooms and saw it, and we ended up with a chart that displayed 12 separate sexual assaults by 14, 15 guys with another 10 guys, 26 guys seeing some part of it.

And I can show the DA in room number one. Here's who assaulted her and who are your witnesses? Room number two. Room number three. So I got this chart on my wall and I said, there's gotta be a prettier way to do it. They actually sent me to Sacramento. To the Department of Transportation where there was a lady up there who had this big desktop.

She drew lines for highways and streets, and we used her machine to produce a chart of lines that I wanted. And so it was [00:20:00] off

Jason: a plotter it was a, a plotter. It was

David: it straight out on water? Yeah. But this was like 92, 94. Yeah. And, and it was the only machine. LA didn't have a machine like that. And it was a big plotter for me to do my via chart.

And we now call it flow charting.

Jason: Yeah.

David: And took that. So that was the first time I, I used it. I go, well, I used the class. So that was my introduction to analysis.

Jason: And

David: then,

Jason: and so for, for the listener, so , this plotter is probably the size of . A back end of a car. Like it is, it, it is that wide and it's th three feet wide paper.

So how long, do you remember how long the printout was?

David: Because we, we had to break it down into the three rooms. Huh. So each, each sheet of paper was about 10 feet long. Wow. Okay. And brought it back. I plugged, I was able to tape photographs of the people. Okay. I gave it a reference number to [00:21:00] their statement and all that stuff.

And I was impressed with it. I was impressed with it. So that was the first time I did a flow chart, which would then lead me to later do flow charts. When I went to the gang unit, I made my guys, I gave them the class, taught them flow charting and link charting for their investigations in the gang world.

Jason: Yeah. So, before, yeah. Before we get into that, just finish up. What was the outcome of, of the case with the, the, the front fraternity and the, and the rape.

David: Okay. There's ever been a perfect victim that was this young lady. Okay. And basically the sum substance of it was she voluntarily went with the first guy and voluntarily had sex with her.

With the first guy.

Jason: Mm-hmm.

David: He rolled off the bed, somebody different rolled on top of the bed.

Jason: Mm-hmm.

David: And that from there on in, everybody truly believed it was consensual. Okay. That's what, that was their [00:22:00] statements and that was that case. I thought I had a strong case with the first three suspects that were v 'cause the first guy, the guy that was consensual, came back two more times and had sex with her.

And the second guy had sex with her twice. So and there she cried and, and she cried. She couldn't resist. It's the third floor of house. It was two o'clock in the morning and she was the perfect victim. So they, they chose, and it was a year later, it turned out that the, the school was aware of it.

The schools did an investigation and they never reported it to the police. And so it was a year later. And so the DA's office chose not to file any charges against anybody. It was really upsetting. It was really upsetting to me. But that's what it was.

Jason: Oh, that's awful. Oh, man. That's that's, that's really, really tough.

David: So now, so now I carry that into my homicide mm-hmm. Days. I got a couple more couple more years in [00:23:00] homicide and, that's when we started doing some charting. There was a thing called the, the four corners of solving a case.

You have to have a crime scene, you have to have evidence, you gotta have a suspect, you gotta have a victim, and you gotta have all those arrows. Mm-

hmm. And they all gotta be connected. So I used deck concepts a lot. I also used flow charting on drive-by shootings. The you have a drive-by shooting.

And people would think that, okay, we caught the driver, get the three other people and flip them to be, you know witnesses against the driver or against the shooter. Well, if you do a via chart on it and you show the planning and that the guy who's in the front seat actually is the one that got the gun and the other guy in the backseat it was his car you might have a conspiracy.

To commit murder of a rival gang, and now you can go to court with all four of them. So I started that in homicide and I took that over into the gang assignment when I get transferred over to [00:24:00] run the gang unit.

Jason: This is more where more of this visual evidence telling the story, describing the links, being able to articulate and demonstrate to das, to your bosses, like, Hey, this is what's going on.

This is, how we can tell the story.

David: Yeah. You change it from a, a simple drive by to a conspiracy to commit murder. Mm-hmm. That's what you did. And then again, with my, with my gang unit we started doing things like let's, target this gang. Why? Well 'cause they're at war with this gang. I go, okay, why?

Show me. And so we would then start doing diagrams of events to events and retaliatory events between the gangs. We started putting the people involved in each shooting. We started showing that. So we kind of got a real rough link chart going on. Gang rivals or gang wars. And we came up with when we looked at all the gangs, there were a couple of 'em that.

I can show the amount of [00:25:00] violence between two gangs, need more resources and targeting these two. So again, now I'm doing my link stuff with the gangs. Alright.

Jason: Yeah. And it's, it's, it's interesting to hear you talk about this 'cause it's, it sounds like when you were leaving Gottlieb's class, you really weren't sure that you would ever use that information and it really seems like it took your career in a whole other direction.

David: Well, it will, it will. I'll take it to take 1992. We've got a little thing called the LA riots, the 92 riots, but prior to that we were focusing on one team or one gang, and I had the guys. Run rap sheets. And then we plotted every city

that they were arrested in for dope dealing. Mm-hmm. And all of a sudden we can see this one gang go right up I 95 and where they got arrested and they ended up in Northern California.

Okay. And so that was an interesting chart. And now it's the, on the 92 [00:26:00] riots hit, we get soldiers from fort or come down to protect us 'cause we're in a separate building. And I got these soldiers and I let 'em in my office and they happened to see this chart and one of 'em says, see this guy? Yeah. He hangs on at the bar off base.

Jason: Mm-hmm.

David: Whoa. Okay. Now, now, now we're taking this in a different way. Let's get these guys outta here, take this down. 'cause that's gonna open up all different worlds. And all of this, we didn't have I2, we didn't have chart charging tools. This is all done by hand, right? Yeah.

Jason: Poster on the wall.

David: All right. So, but it's gonna lead me into the next phase of it. It's also gonna lead me to a, a thing called failure of intelligence. 'cause we had the riots and the question afterwards is, why, was LAPD not prepared for the riots afterwards? And of course they looked at us. I mean, the riots were started by gangs.

The seventh floor Hoover started that football. Williams [00:27:00] started that at Florence and Normandy. And we had talked to 'em. And so we had sent messages up the chain about it, and they were all ignored. So it was my first gut failure of intelligence feeling that I had, that bothered me. Well, and it's also taken me forward too.

Jason: So, but I guess in that situation though, what more could you have done? , It was something that you did put it up a chain of command and. Nothing was done about it.

David: Well, 40 years later, okay, we have January 6th, and the government report on that says it wasn't a failure of intelligence, it was a failure to communicate to decision makers to act on.

So same thing with 92, we sent the information up the chain. They didn't believe it, and they failed to act on it. Yeah. So you, you're talking about a cycle coming back around, biting you in the butt.

Jason: , What do you wish you would've done differently knowing what you know now during that 92?

David: Well, well, [00:28:00] again, in 92 the attitude wa was analysis and intelligence was not well known. It wasn't acceptable. Our intel unit was a couple of officers who were light duty, who did the index carts and kept track of it and wrote a weekly thing that, that was our idea of intelligence.

So I'm not sure I could have done more at the time it was that environment today. All right. Today, I think that it would've been a different response. I know there'd be a different response. I think, I think today law enforcement's more in tune to, to, I mean, we, we've gone through the phase of intelligence led policing and comstat and all that stuff.

And so we've come a long, long way. But it still boils down to upper management accepting. The role of the analyst and we have to do a better job of convincing our bosses. Well, I think I'm not in the field anymore, so I'm not sure what's out there.

Jason: , I definitely could spend some more time, here, but I do, wanna move on to NDIC and I [00:29:00] wanna get to your, to the decision.

So you're,, 21 years at LAPD. Yep. And you make the decision to, leave, to go to NDIC. So, , I always like to talk about the decision to, to leave to, . Take a change in direction career wise. So just take us through the thought process of leaving LAPD.

David: Sure. I make the decision to retire for a couple reasons.

One, LAPD was gonna go through a change. We're under a microscope, so I knew the whole department was gonna change. I'm from Connecticut originally. I met my wife in California, she's from Boston. We had a 10 and 8-year-old kids, and I had decided, am I gonna stay with LAPD? Another 10, 20 15 years are we pull, pull the plug and go back east.

We decided we're gonna go back east. All right. So we made that decision first.

Jason: Mm-hmm.

David: Along comes the post riot task force, and [00:30:00] here comes the bureau. The FBI comes in, they said, okay, we're here to solve your gang

problem. Give us all your files. No, I'm not gonna give you my files. Give us all your files.

Why? Because we got a computer where we put all your gang stuff in there and solve your gang problem. I go, no, I get overruled. They come in, they take all my files. I wait for results, wait for results, no results. I get mad. I walked in their office one day. All my boxes are spread on the floor by a Xerox machine.

And I go, where's the computer? They go, well, we don't have it yet. I got mad. I got really mad. Went back to the office, started writing emails or notes. The FBI calls me up and says, okay, don't stop, stop Dave. We hired a company out of Newport and we gave them all your data and they're gonna do the analysis for you.

I, I went ballistic. I said, I don't trust you guys and now you give myself to a private company. I'm really upset. Yeah. So a month later, this private company shows up and they [00:31:00] give a dog and pony show and they're on a computer on a screen. They're showing link charts. Between gang members and link charts between people and events, and they're showing timelines.

And they're pulling up data from, and they're doing searches. I'm going, wow, that's impressive. And at one point in time I go, yeah, but it's wrong. Hey, what do you mean it's wrong? And he showed me the source. I go, oh yeah, I didn't give you the real stuff. Okay. All right. And he looked at me funny. And as he's now, this is the president of the company.

As he's walking out, he says, are there any other questions? I go, yeah, are you hiring? And I go and he goes, well, not here. We're hiring back in the place called Johnstown, Pennsylvania. I go, that's my hometown. He goes, really? He goes, no, but I went Penn State.

Jason: Yeah.

David: He says, you retiring? I go, yeah. Two weeks later I'm wind and dined.

Two weeks after that, they send me to Washington, [00:32:00] DC guy in DC takes me up to Johnstown. I meet the people up there. Four weeks later, they offer me a contract and I get hired by Orion Scientific to go to Johnstown to be their gang. Expert and to teach their analytical software. So now I went from paper, butcher paper to their software that I've gotta learn.

All right? Yeah. And so I end up at NDIC teaching analysis and their software. And so now I'm at NDIC teaching. So that was the transition.

Jason: So, so obviously, I mean, you, you have a whole teaching career, so teaching,, were you a naturally a good instructor, do you feel, or was that something that really, took time to hone in your skills?

David: Well I graduated the academy. I said I would love to go back to the academy and teach.

Jason: Huh,

David: okay. And at one time, I. Got it. I was interviewed to take a teaching spot at the academy, but I did not look [00:33:00] like a poster boy, LAPD Officer in uniform. Okay.

Jason: Oh man.

David: I've always been a had a Pillsbury Doughboy figure shape.

And so I was not a poster boy there, so I always wanted to teach. I liked teaching and I just fell into teaching at at NDIC. And when we lost the contract, I then rolled over and worked for NDIC and I was in the training. And they sent me around the country teaching analysis. And then we had a tool called raid.

It was a document exploitation tool. And I spent 12 years with NDIC teaching.

Jason: Yeah. There's this aspect of teaching something which all the various points on all your career, you easily teach that, but you're actually teaching the computer part.

So that's even brand new to you. So it's not like you, it, it sounds like they're not even asking you to teach something that you're well versed in. It's like, oh, by the way, [00:34:00] we want you to teach and you have to learn this software.

David: Absolutely. Now, again, this is 93, 94. Yeah. The internet was just starting.

This open source stuff was just brand new. And of course, link, link analysis was brand new to, to the world of analysis.

Jason: Mm-hmm.

David: And so, yeah, I had to learn. The tool. And then I had to learn the to teach the tool. And of course, there was no classes designed. So the team that I was on, we had to design the classes.

Yeah, it was interesting beginning.

Jason: And so this is, this is NDIC and so I, , we had a, we had, we chatted about this a little bit in the prep call, but I mean, NDIC isn't around anymore. So I guess just for the listeners that may not have any idea what NDIC is, just kinda give a quick overview.

David: Yeah. Back in the early nineties, the government decided that we've got FinCEN, everyone knows what fence in, we had Epic on the borders, right.

Had the CIAs people doing narcotics, [00:35:00] but there was no centralized intel center that would take Intel reports on domestic narcotics or illicit drugs nationwide. Nobody did that. DEA did it. FBI did it. But they did it independently. And so the government and Congress decided that here's \$40 million.

We started up in dc do we wanna put it? And nobody wanted it. It was a DOJ project. Nobody wanted it. Hmm. So, a congressman by the name of John Murtha, who was a. Har who was in charge of military appropriations said, well, I've got a place in Johnstown, PA and we'll put it there and I'll fund it out of the military budget.

Hmm. And so he funded it. And so we were getting paid by the military, but it was a DOJ function and he kept rotating between the FBI running it or DEA running it. And that's all that ended up in Johnstown. And from there. [00:36:00] We, we struggled to find a mission, first of all. Okay. And one day my boss walked in and, and said, Dave, come here.

I go, what? He says, were you a good homicide guy? I go, yeah, that's pretty good. Have a good clearance rate. I go, yeah, pretty high clearance rate. Good. WI just accepted 1500 unsolved homicides from Washington DC and we're gonna do the analysis and we have a year to do it. Oh God, I, okay, why are you talking to me about it?

He said, he said, well, you're gonna be my gang expert. You're gonna be my homicide guy, and it's gonna be your tools that we're using, so you're gonna be

part of this team that puts it together. And sure enough, that's what we did. And it was my liaison. I, I had to go down there and talk to the homicide guys to give up their files.

Yeah, that was a lot of fun. And and we, we did some good work. We did put out a report and we found things like a 45 Auto by this gang was used against the following [00:37:00] gang five times and we found we think ghost Dog committed it. And we found Ghost Dog got killed three years later.

So we, we did a lot of good stuff on that. So we were looking for a mission at the time and we ended up doing stuff like that.

Jason: So, so as you're going through this, because I find this fascinating that, I mean, to have 50 homicides on your plate at one time sounds like a lot, let alone 1,515. So, I mean, and it, so, and just break it down a little bit as you're doing the analysis, , a lot of this is paper are you doing data entry into the tool?

, Do you have anything that's just electronic data already that you're feeding the toll or is this more tool, is this more good old fashioned police work? What's the breakdown there?

David: Yeah, it was, I mean, we had go from scratch. We, we, we went down there and we made Xerox copies of their unsolved cases.

Well six months later I got pulled [00:38:00] aside by a homicide guy, and he says, of course you didn't get the original, all that stuff. I, I figured that. But so we didn't get all the stuff, but we did the basic. So they built this massive access database. We used our tools to extract the data.

And then I2, this is where I met Mark Mosop from I2 met him and his team. They came down and they built an interface between Access and I2. So now I had to learn I2 mm-hmm. To teach I2 to these guys. And we just. We got to the point after we data loaded all the stuff that took six months, then we could sit down and start doing let's talk about today, everybody work on weapons.

How many times was a 45 used? How many weapons are, were seized? How many are still out there? You know? So we did an analysis on that. Then we did it on by different gangs involved. And then we tried doing time analysis. Did we have any gang wars going on? And it's just your basic stuff, [00:39:00] but we're using crude.

I2 was crude, but it was in the beginning stages of I2. Mm-hmm. And today it's much more sophisticated on, I hope.

Jason: Oh yeah,

David: yeah. No, but it was a, it was a full year, a full year project that we've worked on.

Jason: Yeah.

David: Just looking for something to do. Right.

Jason: So, so out of the 1500, just what, how many were you, were you able to solve or at least.

Develop new leads. Do you have any other stats?

David: Yeah, and, and I told the team, we're not here to solve anything and I had that, that was a selling point to the detectives. We're not gonna solve anything, we're not gonna embarrass anybody. Mm-hmm. We're just gonna show you what you don't know.

Mm-hmm. So for example, case number, this case here, you said Snoopy was the prime guy and you can't find Snoopy. Well, Snoopy from that rival gang. He got killed three years later and his name is so and so.

Jason: Mm-hmm.

David: And you didn't know, obviously you didn't know that or mm-hmm. You didn't have an open [00:40:00] case on him?

The, the big one, like I said, was that 45 semi-auto that was used in four murders of a rival gang by the one particular gang. Mm-hmm. They weren't aware that they were connected. Okay. And we showed many gang wars to retaliation. So that was, it was a standard analysis, but it was very by hand.

And it wasn't automated. We obviously didn't have ai. They find me patterns. Okay. All right. It just old fashioned work.

Jason: Oh, man. So

David: that was exciting.

Jason: Were you doing like the OCR where you were scanning documents in and having the computer read the text?

David: Nope.

Jason: You were doing anything like that at that time?

David: Were OCR and we'd open it up and we'd fat finger into yeah. Microsoft Access.

Jason: Oh, man.

David: Yeah.

Jason: Oh geez.

David: That was interesting.

Jason: Yeah.

David: Yeah.

Jason: But

David: we had kids,

Jason: the kids these days don't know how easy they have it. Right.

David: And then we did some fun [00:41:00] things that was fun too.

But we took down, somebody, took down a motorcycle gang and we sent our team down there. We got all their boxes, brought it back up, and there's, I'm looking, there's a whole box full of newspapers every month or every couple months they publish the newspaper. So I'm just looking through the newspaper one day, their newspaper, and I see that there's a section traveling Brothers.

I says, let's just enter all the data from all these traveling ones. And when we did it all right, we ended up finding three guys who traveled to every single chapter.

Mm-hmm. Internationally and nationally in the last two years. Don't know if that's important or not. We turned it over to the, to the feds.

They go are you trying to tell us? These are three important guys. I'm not trying to tell you anything, but these three guys traveled to every other chapter and they may be important.

Jason: Yeah.

David: Stuff like that was a fun one based upon their own newspaper stuff to look at a hierarchy. So we did some good stuff [00:42:00] there.

It, it became political though unfortunately a, a fight between funding. Mm-hmm. And I left before the, they shut down. I think I left in 2005. I think they shut down in 2010, 2011, something like that.

Jason: Yeah. Well, you made, you made the joke the other day. It was the only government agency that closed.

Yeah.

David: Well, until the Yes.

Jason: You say they live on forever. Right. So, all right, yeah, 'cause that's where I was gonna transition to next then, is you're from NDIC, you. Become an instructor at Mercyhurst College, and , that's where our two paths crossed.

David: And there there's a connection there too.

So one day I'm sitting at my desk or, so I'm in charge of the internship and two internships show up and they're from a place called Mercyhurst. Mm-hmm. And they're taking intelligence classes up there. So I talked to them. My daughter was turning 18, and I invited 'em for dinner.

My daughter talked to them,. And [00:43:00] I had met this guy named Bob Heibel mm-hmm. Who came down to NDIC and talked to us. And I go, okay. So I, I've, I was vaguely aware of Mercy Hearst. I got a phone call one day, it's Bob Hebel. And he says, I'm starting up a program, a bachelor's degree program at Mercy Hearst.

How would you like to give up that 13, 10 job and come to work for an assistance of mercy? I go, okay, I don't think so, because, well. Think about it. Come on up and visit. I went up and visit. They gave me the dog and pony show. I go, well that sounds interesting. The government was good enough to gimme a year leave of absence for me to go teach up there.

So I taught for a year or a semester, I think it's two semesters, and then they gave me a job offer. I, I looked at the job offer salary and the Sisters of Mercy were great employees, employers, but they took their vow of poverty too seriously. So I had to go [00:44:00] home and tell my wife. I go I'm thinking about a third of 25% pay cut, and we're moving to Erie, pa.

Oh. And I accepted a job with Mercyhurst and they wanted me to teach criminal or law enforcement analysis to college kids. They already had the national security people, they had the business people, they had the military people teaching analysis for those sections, but needed somebody in law enforcement.

And I go, sure, why not? And so then I transitioned to mercy Hurst.

Jason: Yeah. Now, when you're in that grace period where they wind and dined you in even teaching that first semester, was that during the winter had you experienced an eerie Pennsylvania winter by that point?

David: Yeah. And Johnstown is also isolated, kind of on a mountaintop and Very cold.

Jason: Yeah,

David: very cold and isolated. Erie at least had a city around it. Okay with, with more than one shopping center and movie theaters, but it had Lake Erie and [00:45:00] lake effects and a lot of snow.

Jason: Oh yeah. So yeah. For the listeners that don't know, I mean, it would be nothing to have like a lake effect snowstorm where you get 18 inches, two feet of snow.

It would be nothing. And then usually I think my time where there was in the late nineties, the one year, it was well over a hundred inches of snow fell in the area.

David: The average 96. And there was a competition between us and Buffalo and Cleveland. Lot of snow. Yeah. So so again, I, now, the transition again now is L-A-P-D-I taught active detectives.

Mm-hmm. The government, I had to teach civilian analysts who may or may not have law enforcement experience. But then I went out in the field for seven years and I taught analysts in the field who were familiar with police work. Then I had they were hiring a lot of ex-cop to be analysts and [00:46:00] that group of people were really tough to teach 'cause they were cops.

And now I get talk, you're now analyst. All right. And then so I went from that group and now I'm at the Mercyhurst. And now we got 18-year-old kids. Alright. Or. Young adult college kids

Jason: Yeah.

David: And all the challenges that go with that level of knowledge. So it was, I had to now change to teaching in an academic world with tests and exams and counseling and guidance and now, and but that was fun.

Jason: Mm-hmm.

David: Because we started doing what we call strategic projects. The capstone class, the strategic class of senior year. They would do projects for real decision makers, so the national security kids would do stuff for a national security agency out of dc. Mm-hmm. The business kids would do a business project for.

A local business or some business in law enforcement, I'd work with [00:47:00] various law enforcement agencies and we would do a semester project on a question that they proposed. So these kids got a, got a chance to work on a real life problem and law enforce. Talking to a somebody from that agency and then give a presentation and and really prepare them for careers and intelligence.

So that was a lot of fun too.

Jason: A memory came into my head right now. As you were saying that, did you also have a assignment with your students that was very time sensitive, meaning that like, they had to report in, like at 2:00 PM you gave them the assignment and then they only had so many hours to finish the assignment, and time was of the essence type of thing.

Was it, does that sound familiar? I, I think I remember us talking about that, but maybe, maybe I'm mistaken. [00:48:00]

David: No, that was in the communications class, the writing class. And the capstone there was, they gave the professor and the, the professor that taught that class, we had two of them. He was a reporter and the editor for the local newspaper for 20 plus years.

Mm-hmm. And then, and the other professor was a retired state department, lived in eight embassies all over the world, but he was a project writer. So they were both professional writers of, of things. And the students would give them, give the prof three days that they were available to work on a project.

And they'd get a phone call and they would say things like, nuclear reactor in Bulgaria just sprung a leak. What does that mean to their government? And how should we respond? And you've got x number of hours, literally two hours or four hours to be in my office dressed professionally. And give me a quick synopsis of.

The [00:49:00] situation. Okay. And then you get another 24 hours to come back with a two page document on what it means. Something along those lines.

Jason: Mm-hmm.

David: I didn't get involved in that one, but yeah, that one was a, a tough one. Challenging one for the kids.

Jason: Yeah.

David: The one I talked about, the strategic one, that was fun because I think we talked about this earlier.

We did one for IALEIA, I think it was for somebody in IALEIA. The question was, what is the likelihood of organized crime, crime getting involved in massage parlors? And prostitution in the Pacific Northwest.

Jason: Hmm.

David: That was the question. Okay. So we spent eight weeks at it, looked at massage balls, looked at laws, looked at policies, all that stuff, and gave a presentation.

We did one for Canada, our Royal Minor Police, the influence of Asian organized crime, and animal parts. And so we looked at what's their [00:50:00] animal population it was elk antlers or something. Mm-hmm. And did a report for them. We did, one locally, this was a good one. There was a meth lab test force for the state police.

And the question was, I know meth is a problem today. What's the problem a year from now? That's too, that's a good question for a police department. Mm-hmm. So my kids came back and said, black heroin, you go, we haven't seen black heroin outside of Pittsburgh or Philly, ever.

Jason: Mm-hmm.

David: Exactly. A year later, you almost on a date, they arrested some guy with a quarter pound or whatever of black heroin coming out of Buffalo.

Jason: Nice.

David: The guy, the guy actually went on the press and acknowledged, and Mercers told us about this a year ago, which made a great thing. Yeah. So those, those projects were good. Mm-hmm. They still do it, I believe, and so if whoever listens to this, if you got a local community college or you got a college out there, a university, use .

Those kids [00:51:00] to do projects for you, you know? Mm-hmm. Obviously open source stuff.

Jason: , I think that's a great, piece of advice and I, I'm a big advocate of the intern, you, you mentioned internship program. I'm a big advocate of internships for, college folks getting your foot in the door that way.

And it's just a great opportunity for the, young adults and police departments, to, to get together and,

David: It teaches the kids. So one, it teaches them teamwork. Mm-hmm. Because you got five different personalities working together on a deadline. Okay. Teaches 'em professionalism, working with somebody in the real world.

Mm-hmm. Working with adults outside of the. Faculty members. Mm-hmm. And it's a fun project. They really wanna solve it. And

Jason: so you mentioned the different disciplines that you have. There's the business intelligence side. For instance, at Mercyhurst, when you were teaching there and you eventually became chair, like, what was the, the breakdown of [00:52:00] students, was the majority on the business side or how did, how did the different, in terms of the focus from the, from the students, what did they mainly focus on?

David: Sure. Well, what we told our students was by their end of their sophomore year, they would've heard about business intel, law enforcement, intel, military intel, or national security intel. They would've taken a class on those four topics as sophomores. Mm-hmm. So now, now they've got aside. Is there one of those FARs you would like to concentrate in?

Mm-hmm. Because now we're gonna work on your minors. Mm-hmm. And so if you're gonna go national security, well get a minor in culture, in anthropology and a language. Okay. If you're gonna go minor or if you're gonna wanna go the business Intel, competitive intel, go take county business classes.

Jason: Mm-hmm.

David: Okay. Military, go take geography, go take world world history, stuff like that. Law enforcement take [00:53:00] sociology, take culture classes. And so and then the kids would then decide there. Of course, it still came down to who to get a job with.

Jason: Yeah.

David: Just because you concentrated on business.

If NSA comes by or FBI comes by and offers you a job, you may want to consider them too.

Jason: Yeah. So,

David: so it broke, it broke along those lines. We got some pushback 'cause we're. We were preparing the, the kids to go to the real world, okay? When they took a interview, a job interview, they could take a, if they're going to say federal law enforcement, they could take the serial rapist case or the business of crime case they did for me, or the strategic report they did for Canada.

And at the interview show that as a team member. I did this, or competitive. And so that, that was kind of our focus preparer. Now again, we started in 2005,

which is four years [00:54:00] after nine 11. And there was the first college or university in the country to offer a bachelor's degree in analysis. I think there's over 30, 40 nowadays.

Mm-hmm. But we were the first and we had a nice mixture. None of us had PhDs. Alright. We're all practitioners.

Jason: Yeah.

David: And so we, we keep, we taught it like you're working okay. And the, we were fortunate because the kids had to have a minimum of three. Oh. Who graduated with three fives. So we had some good kids.

And I I see on LinkedIn, they're, they're deputy chiefs. They're, they're all executives now. Middle to upper management nowadays.

Jason: So you mentioned pushback. , What pushback were you getting?

David: From the academic world. Okay. We weren't teaching theories I wasn't gonna teach the theory of analysis. I was gonna teach you how to analyze a series of crimes.

Okay? Yeah. If you wanna learn about the theory of crime, go take sociology classes. Yeah. Go take criminal justice classes, you can learn that [00:55:00] someplace else. Yeah. Okay. Because that's not really relevant to you getting a job. Okay. You getting a job. Yeah.

Jason: But I, and it's interesting, and this gets into more philosophical type thing.

' You do hear the pushback between academia and the police department or law enforcement in a way you would wanna go to college so you could find a job. Like that's usually the goal of most students. It's interesting that. There seems to be some kind of disconnect between academia, what they want to teach and the, the goal of finding a job.

David: Yeah. I would also include, find a, an area of the world that you're interested in, involved in an environment. The world of business, the world of the military health what, what's, what, what problem, what issue in the world do you wanna be in? And I'll find you a degree. It may not be [00:56:00] analysis.

We brought students in who analysis was not going to help them in whatever field that they wanted. But I can find a niche. If you wanna go in an environment, I'll get you a be an analyst or Department of Agriculture and I'll find you a place for it. So analysis just to get a job is not really the right approach to these kids.

But it is the goal. Okay? Yeah. It's the goal. And we were successful back then. Very successful., I'm no longer, I don't know what they're doing today, but I, I think they're still successful.

Jason: Before we move on, two more questions that I wanna ask you and I'll ask them one at a time. The first one is drawing from your time. Here at Mercyhurst, as a professor, as a chair, how do you see the current state of the Intelligence program at the college level?

David: Oh, that's a good question. All right, well,

Jason: I have my moments.

David: Well, lemme start off with a a disclaimer. I, I retired in 2017. Mm-hmm. I did teach [00:57:00] for a couple more years online at a graduate level. So, so I'm kind of removed from it.

Jason: Mm-hmm.

David: But I'll tell you what I saw towards the end of it and what I've little seen today. The big thing is we bragged back in 2005 of being the only college at that time that had a degree in intelligence studies.

Mm-hmm. The only one in the country. And we made, and we grew as a, as a unit. We grew and we learned a lot. And we talked to a lot of other colleges and universities who are interested in doing a minor stuff. And so for a while there we're the only ones available. And when we have our job fairs, every agency in DC came up to pick our pick on our students.

So what I see now is the growth of the program of Intelligence Studies. It's got a lot of different names. It's got strategic studies or you know. World, some perspectives or something. So there's a lot of [00:58:00] different names, but what I do like is that there's probably 40 to 50, maybe more universities out there with a degree in some type of intelligence studies.

And I think that's a good thing because one of the critiques that we got, or I got as the chair, was the lack of geographical diversity that my students were being hired from. I mean, my kids came from upper Ohio, Pennsylvania, upstate New York, and there was no geographical diversity. So now with 40 or 50 other universities out there, you've got the, the diversity of perspective, and that's important.

You also got access and equality. These HIDTA's no longer have to go all the way up to Mercyhurst to get a student. They've got a university Arizona or whatever in their area to draw local talent to be hired. And with diversity you got different landscapes. A student who's [00:59:00] going to Florida university of Florida, they know about the Caribbean.

Whereas my students don't know about it. Mm-hmm. But students in the upper Midwest know about the Great Lakes or the Pacific Northwest. So I, I, I like the fact there's a lot of universities out there that have grown to it. The challenge though, is consistency of and rigor of the, of the education.

I think that's the challenge there is the student that graduates from a University of Florida, is it as rigorous as one in Pacific Northwest? And, and that's the challenge. But that's what I liked about the state of intelligence Now. I refer it back to way back when, 1968 I went to college.

I went to Penn State. I was a forestry major. Found out you had to be really smart to be a forestry guy. And I looked for another degree, and it was the first year that leap for the old timers leap. And Leah was giving funds [01:00:00] for a degree in criminal justice.

Jason: Hmm.

David: And criminal justice didn't take off till the late sixties, and I jumped on that bandwagon.

So it's a similar thing that's going through right now where every university has criminal justice, but back in the sixties it wasn't. So I, I like the spread of, spread of a, of it.

Jason: Yeah. That's, that's been one of the unexpected things about my career is jumping on a profession or a job or an employer.

Just like real estate, you can get in early and really get dividends establishing yourself before the, before it gets too popular and then it's, it's hard to get in. So

great. I guess, and then just to follow up with that, my second question then is where would you like to see.

Intelligence programs go from here?

David: I will, well, I dunno if I was gonna answer that question directly, but what I'd like to see within the curriculum is a, we used to talk about it a lot the [01:01:00] Fox versus the Hedgehog philosophy. And instead of pure intel analysis and teaching the tools, I'd like to see a student come out of a university knowing a lot of topics.

I know we had a big emphasis on minors. All right. And, cultural minors. So I like to see skillset being taught, not so much the tools being taught. I mean, every kid wants to do I2 or mm-hmm. Palantir or something like that. But let's teach the, the school the skillset.

And teamwork. Definitely teamwork.

Jason: Mm-hmm.

David: And let's get practitioners to teach. Let's get somebody who retired from business or law enforcement or national security or the military to teach classes. In the curriculum. And I really liked the real world experience. So our strategic class where they taught or did a project for a decision [01:02:00] maker, I think that's valuable to, to the curriculum.

Jason: Yeah.

David: And I hope that's being done. I'm not sure.

Jason: Yeah. And I, I think that did I know with me coming out of college, I felt, yeah, I know how to. Read and write and take a test, but I don't know really what tangible skills I can market in the job interview. I always felt really intimidated about that. So the fact that you have, real world hands-on exercises, I think is is very valuable.

David: Yeah. We had a class just on resume writing and too, too often I got a history of what they did.

Jason: Mm-hmm.

David: But that doesn't tell me what you can do and what you're going to do for me. Yeah. So what, what's your skillset strong communication skills. Okay. What did you do to prove that? Why I presented in front of the NRO or whoever.

Okay. Well, writing skills. Okay. What, what did you produce? Now? Show me, mm-hmm. Teamwork. I'm not sure. [01:03:00] Students nowadays graduate and they can honestly say I worked as a team.

Jason: Mm-hmm.

David: 'Cause that's important and. Workplace today and use of tools. We can teach tools, but you've gotta be able to want it and be able to use the skillset, the knowledge to use the tool, not depend on the tool.

And with AI coming on board, I have no idea where that's gonna take us. I'm excited for it,

Jason: it'll definitely help people with troubleshooting the tool. So, all right. Very good. And you mentioned retirement, so that's where I want to go next because as we mentioned, we talked in the prep call that you've actually retired twice now, so I, I want to take it to there, just the decision to retire the first time and then establish your two retirements for the audience.

David: Well, the first time I decided to retire, it's January. I'm in Erie, Pennsylvania. We just got hit with another. [01:04:00] Three feet of snow and they're forecasting the whole month of February is gonna be, is not gonna get above freezing. Yeah. I woke up, we had our daughter she graduated from the program and she's out in California with the Air Force.

Got a son who's special ed teacher, he's up in Alaska. And I go, okay, why am I still here? And there's no reason to be. And I had fif 45, 50 years on. So I started looking for a place to move to or retire to. And I've taught in at Glenco. Or at Fletc, and that's just too muggy for me. Too humid down there.

Yeah. So when we weren't gonna go to Florida Tennessee they still got snow. And so we says, well, where don't I need a snowblower?

Jason: And

David: Tucson, Arizona looked pretty good, you know not that far from California, so that's how we ended up in Tucson, Arizona just woke up one day and said, I've done enough.

Yeah. Now [01:05:00] that being said, what I learned in retirement is the first five years after retirement, you can't let go. You just can't let go. All I just feel, I guess, still keep teaching. So I started teaching for, on the online course master's thing, did that for four or five years. I got involved in IALEIA in the fiat course and taught for them for, again, for about 5, 5, 6 years.

Then I got involved in this thing with the University of Arizona, with Ali, the osho Lifelong Institute of Learning, learning Institute. And that's been exciting. So about five years, I went back on the road teaching for fiat, went to all the conferences, taught online and. Right around five years, I started getting tired.

Jason: Mm-hmm.

David: Of, of teaching. I also lost my contact and in reality, I lost my expertise of [01:06:00] what's happening. Okay. Palantir came on and students are talking about it, and I don't know what that is. And there's things going on with cell towers that I don't know what that is. And so my expertise started going and then this thing that I'm hopefully we can get to is the triangle of time health and wealth kicked in and that's when I got diagnosed.

My first diagnosis in old homicide. Guys like me, we talk about the trifecta when it comes to health. Well, I caught it heart, lungs, and liver. The heart. Heart got caught my last couple years in Erie, and I had the triple bypass. Then I'm out here and six years ago, so about five years, well, so two, three years I got diagnosed with cirrhosis of the liver and I go, well, that's no good.

And so I started changing my perspective of doing things 'cause I feel like I had to teach 'cause I still had stuff to offer. And so I started [01:07:00] fading away from that and that got me into the, the stage that I am in right now. So, so, and it's pretty consistent. You read the literature five years after retirement, then your skill sets, your contacts, they're gone and you have to find something else.

And now I'm in my second phase of retirement, which means more medical stuff. Unfortunately, I hit the trifecta, like I said, and six months ago I got diagnosed with lung cancer. So, I've done the heart did the liver, and now I gotta do the lung thing. Yeah. And so teaching takes a different perspective.

I can decide what I wanna teach or not teach. And so that's where we're at right now. It's a good place to be retired. This is what retirement is. I, I pick and choose what I wanna do when I wanna do it, and I, I'm not afraid to say. No, I don't want to give a presentation. No, I don't want to teach any more online [01:08:00] courses.

No, I don't wanna teach Fiat anymore. So now I'm retired.

Jason: Yeah,

David: so that's where we're at today.

Jason: I and I can really relate to that, especially that. The first retirement, the first five years, they warned, oh, really? Try to stay busy. Don't just become a couch potato. And I relate that to, I remember 2020, obviously the pandemic we're all on lockdown or a version of it.

And they said, oh, make sure that you stay social and do all these try to have online calls and whatnot. I had a different online call every night, like five or six nights a week. I was more busy in April of 2020 than I was probably any point in my life.

I was just, I, for some reason, I thought I needed all these extra online calls, do all this extra stuff. And in hindsight I was like, oh, I did not [01:09:00] need to go. That far. And so I could, I can relate to that 'cause I can understand that, okay, I'm, I'm retired, but I don't want to just quit cold Turkey. I wanna still remain relevant, remain active.

That, that feeling. I can totally understand that you going through in that first retirement.

David: And we also feel we still got the same skillset that we want to share. Or the same knowledge the experience that there's somebody out there that still wants to hear that. Mm-hmm. That can still benefit. And that drive that drove me to stay involved and get involved with this ALI group.

I became the chapter president, so now it's like being a chair again. I had to make classes, I gotta find instructors, I gotta get the students in there. And it's back being the chair of the university. . Then you're right, COVID hit and now we gotta switch from in person. To this thing, the Zoom meetings.

. Okay. And Zoom classes. I'm going, whoa, [01:10:00] okay. How do we do that? And that was an interesting transition. Yeah. But let me wrap or get back something. I, I think it's important. Every analyst, everyone working realizes that as you go through the different stages of your career or in your life, you take three things with you.

You take time, you take health, and you take wealth. And when you're in your twenties and you got that first new job, you got all the time in the world to do whatever you want. You got your health and you can do all kinds of stuff. And your health's okay. But you have no money. I mean, you're an entry level analyst.

Mm-hmm. You've got no money. Mid-career. You've got. A little more, more, more money. All right? Hopefully you still got your health, but time you don't have time because you got your career, so you're working overtime or you're a boss and you've got take home, or you got family. Family, you got four H, you got little league, you got boy Scouts, you got girl Scouts, whatever.[01:11:00]

And so you got no time. And then when you hit your fifth your senior, your senior level you're making a lot, a lot of money. You're senior but hell starts kicking in. . I had my heart attack and I was what, 60, 61, 62 years old, and I had my first heart. Heart problem.

So my health's going and started thinking about time and how much time do you have? And now that I'm retired, okay. I'm looking at I got health problems. I got plenty of money to do whatever I wanna do.

Jason: Mm-hmm.

David: I don't know how much time I got left. I really don't. And now we're talking how many years we got not decades left.

And so that's important and to think about as you're going through, through it. And,

Jason: Yeah. And I, and

David: that's, that's where I am right now.

Jason: Yeah. And I, I've, even though I'm not practicing what I preach, I really tried to instill that into my kids. I remember how impatient. I was [01:12:00] teens and twenties that I, I wanted everything now.

I would, if I didn't have it now, I was working for it. And so goal oriented and just the, the opportunity to just live at the moment just escaped me. And I, I think that's really hard for somebody in their teens and twenties just knowing where they want to be and not being there. That that's your focus.

And then once you get older, like you and I, it's to the point where you, you start, it's a different perspective and you have experience and you've accomplished things. And now it's, it's not so much about that, that goal of. Climbing that mountain, that,

David: that, that time thing is, and it's funny, when I had my liver thing diagnosed, they, they told me that this is six years ago, and they said, the liver's the only organ that heals itself.

So I changed lifestyles and the [01:13:00] drinking and all that stuff and eating better and all that. And this past August, I went in for another biopsy. My, my liver's fine. Nice. I went from stage four cirrhosis to stage one fibrosis. And everyone says you're not cured, but you're, you've got a, a regular liver.

Mm-hmm. And that's great. And then a month later, my lung cancer gets diagnosed. I go son of it again. Son of it again.

Jason: Yeah.

David: So that, that time thing is important. Important now. Yeah.

Jason: As we wrap up this section, this is great. Perspective is from, from this point forward for you, given what you just said about.

The triangle. What do you want to see happen next with you?

David: With me?

Jason: Mm-hmm.

David: Well at this stage it's grandkids. . Okay. It's estate planning, unfortunately. Yeah. Okay. But, but, it is the freedom to, to spend my money. And every year my son and [01:14:00] I go salmon fishing in Alaska and I pay for most of the bill.

Jason: Mm-hmm.

David: And this year, my daughter and a semi offhanded remarks says, how come you never take me fishing yet? I go, okay, what kind of fishing you wanna do? And she says, I want warm and catch a lot of fish. So I just booked a fishing trip to Venice, Louisiana for red fish. And so now I'm taking her fishing, my son fishing.

And then I also just booked a trip to Crack Cow. Oland to do a history, a culture, and a culinary trip. Taking my son there for 10 days. Nice. Because I'm Polish, obviously a hundred percent polish. So, so now that's what I'm doing. I, I'm scheduling, I like, I like doing schedules and planning.

Jason: Yeah,

David: teaching no longer affects my day-to-day stuff.

Okay. I don't build around teaching anymore.

Jason: Yeah, so I don't wanna [01:15:00] see you get into trouble. So do you got something coming up with you and your wife?

David: Yeah. Grandkids? No, we just finished up with we invited all the kids, came down to Tucson.

Jason: Mm-hmm.

David: And spent 10 days down here for Christmas.

I rented A-V-R-B-O and the, the grand grandkids wanted a swimming pool. Yeah. So we found a place with a heated pool. They wanted to go fishing, so we went fishing and we had our Christmas down here. So Nice. That was part of it. And we, we we go up to their place. Every summer. And so my wife and I will take a lot of side trips out of Colorado Springs, so I'll be our summer.

Jason: Alright. Very good. So I, I wanted to finish up the interview for the listeners that, that have listened to the show, the don't be that analyst section, the call in segment is usually something that I, the show is earmarked to be something a little silly, a little bit something that you [01:16:00] see an analyst do, but they really shouldn't be doing it and it's lighthearted.

, But with, you, when, we're preparing for this interview, you had some don't be that analysts that were more on the serious side. So I didn't, want to fill those with, the. The call in segments. I wanted to actually have a true segment for this

interview of a, don't be that analyst, but it's more of the seriously, don't be this analyst.

David: Well, that's a great question and I really wanna talk about that. 'cause that, that's a topic that I taught at when I was teaching to get their attention, to tell you how serious this is, my, my perspective on this career, this field, this profession. Okay, lemme boil it down this way, folks. I don't care where you go to work.

Okay? Some city, some state. Some federal agency, some it doesn't matter where, and it doesn't matter what field you're in [01:17:00] at some point in time in your career, okay? A major event will happen. It may be a terrorist attack, it may be civil unrest. It could be a critical incident. Something's going to happen.

There's gonna be a major event. And guess what happens after a major event? Folks, they do this thing called an after action report. All right? And guess what happened? Guess what is included in that after action report? What was the intelligence prior to it? Mm-hmm. And guess, guess who gets blamed? Most of the time the analyst.

Gets blamed for failure to provide the intelligence. , I don't want my name to be in that report for failure to provide the intelligence that could have prevented this or foreseen it. So don't be the analyst that's gonna be in that after action report for Failure of intelligence. And let me tell you where I'm coming from with that 1992.

I'm running the A Detective special Task [01:18:00] Force of Detectives, south LA gang territory and all that. And we got a trial going on Rodney King trial going on, and my guys are on the field and they're saying, Hey, there's a tension in the air, but there's something else going on with the gangs. The Bloods and Crips just threw up.

Barbecue together. And then another set of plus and groups got together and my guys were saying, they don't, something's going on. Something's going on. So we, we kinda looked at it and sure enough, when the, you know when the riots kicked off, those were the gangs. So it was seven four Hoover grips that kicked that off of Florence and Normandy.

So we had the riots and the big report came out, you know about the LA riots. And if you go back in time, there's this, if you look at the original report, it said nothing about intelligence, nothing. Although I got interviewed by the committee, I spent four hours talking to the, [01:19:00] the people that were

doing the investigation, and they decided to withhold what we knew before, before the riots and what we didn't know.

I thought that was interesting. But we failed where else did we fail? Big time in my, in my lifetime. Nine 11. There was a failure of imagination was the final one. Okay. Failed to connect the dots. Okay, how about the summer of 2020? Okay, civil unrest, 50 major cities had major civil unrest after the George Floyd thing.

Failure to anticipate it in your cities. Now that's happening in Milwaukee. It's not gonna happen in Chicago. It's not gonna happen in la. Wrong. We've failed to that. And then let's go January 6th. What does that report say? Was it a failure of intelligence? It was a failure to notify, failure to inform decision makers, stove pipe.

Collection of the information and [01:20:00] fail to communicate. So I, I've, I've witnessed four major. Failures in intelligence and getting back to teaching. I think that ought to be taught more in, in that I know we, we purposely had a class, one class within a bigger context of nine 11.

'cause our students weren't born yet at nine 11. Mm-hmm. So what is nine 11 all about? Why is that important? Okay. Because when they hit the field, their bosses were there for nine 11.

So don't be, don't be that analyst. Be prepared. Do your work, be professional. , Do it by the numbers.

Do the right collection, do the right reporting, do the right communications up to chain of command. Okay? And don't be that analyst that gets blamed for some major failure.

Jason: Yeah. A couple of thoughts on that. I think it seems to me with all four of those that you described there, failure, communication, failure of communication was, [01:21:00] was relevant in all four of 'em.

David: Yes.

Jason: And I think it's really hard, especially for young analysts and I'm not even gonna put on young analysts. I mean, even at, even probably at 49 years old, I, I would, might have trouble with this is communicating this type of information is gonna be really intimidating the response you're instantly going to get, oh, well that will never happen here.

, When I hear that, it's like that's what the principal at Sandy Hook would've said every day up until the day of the school shooting. That will never happen here. So it'll never happen until It does.

David: And it will, it will, right.

It's, and I, I, I guarantee you any analyst that's gonna listen to this, if they haven't already gone through that, okay. They will at some point in time in their career. Yeah. Every major federal agency, they've had their [01:22:00] crisis and they were asked, why didn't you forecast this? So,

Jason: yeah, I mean, why didn't you have the response ready?

I mean, and it, and we're usually really big, large events here, but this could be anything from like, bad traffic coming out of a, a sporting event is like, wait a minute, why weren't you ready for, for this? Right. If anything, where there's going to be some big issue, even for that small community and there is a, a breakdown in what the public sees as what should happen, you're gonna have these types of questions.

David: I mean, it could be a natural disaster a wild wildfire or mudslides in California.

You gotta prepare for that.

Jason: Now, do you, another thing that makes me think about this too, is what I, what I worry about with a lot of analysts. Is they're spread too thin. They're the jack of all trades.

They have to focus on a variety of [01:23:00] different tasks. They're not focused, they're not necessarily the subject matter experts. , They may not be giving the time resources to truly be in a position to make, this decision, to do what we're expecting them to communicate in a situation like this.

Because I, I think that when I said like, even at 49, I might have trouble with that. I mean, you, you really have to be a student of whatever that topic is, I believe, in order to be confident to communicate what you need to communicate in these situations. What do you think about that?

Well,

David: yeah, I worked with a guy who compared analysts to.

The medical field. And his concern was that the analytical field was becoming like the medical field. I can go to my lung guy, but don't ask him about the head cold I have. Mm-hmm. And I can go to, you know this physician, but if doesn't deal with my heart, he's not gonna be able [01:24:00] to talk to me about my liver.

And we've got analysts out there who are only cyber, only, telephone only. And the, again, it's the old fox versus the hedgehog. Be a fox if, if you can, but I'm, I'm afraid analysis or the intel world getting too pigeonholed into skill sets as opposed to general knowledge. I'm an expert on I too, but don't ask me about something else.

Jason: Yeah. Is there any time you want to be the hedgehog?

David: The the hedgehog is the person that in a crisis the bosses go to for that topic. Mm-hmm. And yeah, I would like to be a subject matter expert on that topic, but on a day-to-day basis, now that's boring. That's boring. I worked seven years in homicide.

Mm-hmm. And homicide got boring. 'cause gang related murders were all the same. No witnesses, too many witnesses, a lot of shell casings. No shell casings. A [01:25:00] lot of cooperative witnesses. No, it just got boring after a while.

Jason: Mm-hmm.

David: Same thing I imagine in the intel world.

Jason: All right. All right.

Very good. Well, hey David,

thank you so much for your time and perspective here today. This has been really great.

Congratulations on your career, on your perspective, your two retirements, your plans for the future. I wish you all the best health moving forward and all your plans with, with your family. Our last segment to the show is Words to the World. This is where you can promote any idea that you wish.

David, what are your words to the world?

David: Hopefully there's something of value in the last hour and a half that we've talked. Oh, yeah. But I, I also wanna finish with another topic. It's not gonna be my time with LAPD, it's not gonna be setting up training for NDIC. It's not gonna be. That I was the chair of the first intelligence program at a university.

I mentioned it a [01:26:00] couple times, but here's what my, my legacy is, and that is I've been married for 45 years to the same lady, 45 years. That's an accomplishment that I'm proud of. I've got two kids one is a division chief in charge of analysis and production for the Space Force, and I got a son that's in Alaska teaching life skills to special needs students.

I'm just proud of that. That's I'm my tombstone, that's what I'm gonna be talking about. It's not gonna be talking about NDIC or mercyhurst or any of that. It's gonna be the family. So I, I tell analysts, and this goes back to the time, wealth, and health. Triangle, take care of your family, take care of those outside interests, and make that your legacy, not, not your job.

I mean, we all, we, we've all got replaced. The day we left, we were replaced by somebody. Okay. But it can't be replaced for a [01:27:00] father or mother, brother, or sister. So that's, good to know. I, I'm proud of that part of it.

So Stop waiting for the right time to do something. . The time. Health finance triangle isn't an abstract theory. It's a real thing. And so for me, one doctor's appointment changed my whole perspective.

Okay. So don't wait for the right time. Do it. Okay. Just do it.

Jason: Very good. Wiley of every guest with, you've given me just enough to talk bad about you later.

David: Okay.

Jason: But I do appreciate you being on the show, David. Thank you so much. And you be safe.

David: Okay. Maybe we can do it in three years.

Again, thank you, sir. I appreciate it. This was fun. I enjoyed it.

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