**The Profession**

This article will be like AA-Alcoholics Anonymous. If you cannot admit you have a problem, you will never fix the problem. Don’t focus on the failure, but the solution.

Fad Tactics and dress up day in Uvalde has given the Law Enforcement profession an “F” on their report card.

Who is at fault? LE, LE Instructors, former Spec Ops Instructors? All share blame.

**History in the profession-25 years**

Officially, I started in the Civilian/LE training business over 23+ years ago. Much longer unofficially. When I started working with LE, tactical teams were running MP-5’s with their safety off once they got out of the assault van or vehicle. Where did this come from? Probably some military interaction. I know of one service whose special ops guys would roll their safety and move from their LCC-Last Covered and Concealed position on full auto. This group may have been the culprit.

**Spec Ops Envy vs. Respect**

I get it. When I started training LE, Tac Guys were enamored with the stories and my past. While some current former Spec Ops guys feed off of that and build their business, I wanted to pass lifesaving lessons learned. I did not care about my negative time in the “Black Hawk Down” incident, but rather wanted to pass fixes that the military leadership failed to recognize at the time.

My first major tac team training request required me to do an oral interview of sorts with the chain of command. Their Deputy Chief was a squared away female officer. She asked the right questions and I assured her I was not into the military “Spray and Slay” mentality. I relayed that we were surgical and discrimination was key to this mindset.

So, I passed the interview and started to train the teams. I saw lots wrong. Yes, unsafe and wrong. I did not slam, but rather took the time to educate and explain and articulate weapon safety, discrimination and tactics. It was a test in patience with some of the SWAT type “A” personalities who had done many, many raids. They had just not run up against the one person who did not care and wanted to truly hurt them in a fight.

I took my time and videoed tactics, both theirs and mine and made them watch over and over. The camera did not lie. Some sub-unit teams were used to covering up their screw ups on training hits and not fess up their problems during the debriefs. I called them on it. I was a professional trainer and I wanted to make them better and not just collect a pay check.

**One Dimensional Military Trainers**

I have respect for all who served, but I don’t bow down to bullshit artists who want to make a quick buck over someone who trying to keep Americans safe.

I see bios where an individual had multiple deployments. I am happy for them. Cooks, Medics, Commo Guys and Support Soldiers have multiple deployments and this does not make them an LE expert nor does it qualify them to teach LE.

Some mil guys did lots of raids. Also, the same guys never really got their tactics or techniques challenged by hard assed fighters. I equate it to a Law Enforcement Officer “fighting” a severe drunk who cannot stand up during an arrest and now consider themselves a UFC champion.

Military raids overseas are easy as soldiers are dealing with a military force projection. In America, Police Officers are dealing with our Constitution and Rule of Law to include civil litigation. America is much tougher in a sense.

Further, some Spec Ops guys worked at the school house which is a canned environment and they consider this a qualification. In my day, we fired guys and they became instructors at the Special Forces school house. Some had little, if any, operational experience. I also watched Special Forces soldiers in the day graduate the “Q” course and go directly to the school house without having been on a team.

Next, we get the former Spec Ops types that develop a questionable technique and then build unrealistic scenarios to validate it. This is unsatisfactory crap in its purest form. How many hours do they waste teaching and having students practice a bullshit tactic/technique that tactically mature guys in the arena would call them on and not let them teach if they were active duty and operational? Secrecy in the military keeps the current action guys from speaking out.

Some of these trainers are simply feeding their egos and some are looking to make a quick buck.

**Who gets them in the training door to LE?**

TTPOA or the Texas Tactical Police Officers Association was one such organization. A parallel training organization made up of volunteer police officers whose original mission was to facilitate training in the state. They became profit driven, even though most police officers do not know anything about running a business.

They brought in flashy former mil instructors whose training they did not validate as applicable to the LE missions. They then pushed this questionable training across the state.

ALERRT or the Advanced Law Enforcement Rapid Response Training Group out of San Marcos Texas did much of the same, except they took their “free” training nationwide.

I did many classes for ALERRT and they took my information and bastardized it to fit their model. Then they had some dry spells in funding and took Federal money and FBI tactics/credibility in return and really screwed up their program. These again, were full time law enforcement officers.

This and expanding their “instructor factory” to hundreds of instructors, ALERRT lost quality control and accountability. Many instructors were ego driven and wanted a part-time job while working in the profession. Many did not care if the tactics sucked as long as they got a good paycheck.

**The Current Generation of LE**

Many LEO’s are simply lazy. Some are just meat sacks wearing a uniform that want a stable job and a retirement and do not look at Law Enforcement as a profession. They want to wear the tac gear like a tattoo. Tattoos tell a story. Unless you want to tell me your story, or to everyone you meet, don’t ink your skin. It reeks of “ask me about my Tattoo.” It also states, “I want you to automatically validate me because I have ink or that I can grow a beard.” I don’t care either way. I will judge you on your life and work ethic.

As for many Law Enforcement Tactical Teams, they are SWAT in name only. An old saying is that it takes five-minutes to dress like a commando, but years to become one. I can eval a Tac Team within a couple of minutes of flat range shooting and weapon handling as to if they are professional and competent.

One final points is that many Tac Commanders want the job for ego driven purposes and bragging rights and not to better serve their team and the public. This type attitude will poison and infect the team. Police officers are used to this attitude from civilians they encounter on the street and it will kill morale and effectiveness on the team. When a Chief would rather give training time for a Tic Tok video versus tactical or firearm training, they are a social tool.

I am hopeful we are at the bottom end of a cycle and can only go up. After seeing all the tactical peacocks in the Uvalde response, I am not sure. Officers have all equipment and vests, but their training has been poisoned by officers in their own ranks and flashy Spec Ops trainers who do not understand the complexity of Law Enforcement missions. As one police officer pointed out on training conducted by a former mil guy in a shoot house, he did not talk about discrimination until day three of the class. In Uvalde, responding officers could not simply open a door and shoot a bad guy. Flashy vs. simple stuff. Flashy failed, again.

Simple, solid and proven stair-stepped training works. It just takes energy, dedication and leadership to see it through. If your department training sucks, be an individual leader and seek out your own training that will save your life and lives in the community. I see unlimited potential in Law Enforcement to excel and be skilled at their profession. It is up to individuals and leadership to make it happen.

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