

**NIRMA's**

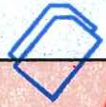
Loss Prevention and  
Safety Department  
Monthly Newsletter

**NIRMA's Safety Shorts**  
General Safety, Highway & Law Enforcement

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HIGHWAY DEPT

August 1, 2020

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**COPY**



**August  
Is  
Boomers  
Making a  
Difference  
Month**

Baby boomers are typically identified as anyone born between 1945 and the early 1960's.

Baby boomers continue to make a difference in today's world. To the children of these boomers, being a chip off the old block isn't an insult. For all of the baby boomers out there, celebrate August and the difference you have made in today's society.



**GENERAL SAFETY**

By Chad Engle, Loss Prevention and Safety Specialist

**Cybersecurity Reminder**

Some months I rack my brain trying to come up with a topic for my Safety Shorts article, this month was not one of those months. Today I received an email from a member county to let me know they had received not one, but two fake and possibly malicious emails from my NIRMA email address. They had reported it to their IT department, and I did the same. What I learned from Tod Thieman, NIRMA's Senior Systems Engineer, was that they had "spoofed" my email address to try and convince the member that it was a legit email from a safe address. Luckily, the member recognized it before clicking on any links or attachments or providing any important information.

Recently we also had an incident where a member county's email account had been hacked. Somehow the hacker had gained access into the members email account and could send and receive emails from that address. In the previous example they were just forging my email address.

At least once a week on my personal email account I receive a notice from PayPal notifying me that my account is temporarily limited as they are concerned about some potentially unauthorized account access. They are using Social Engineering to attempt to scare me into clicking on a link that will ask me to verify my account and password, giving them access.

The red flags that catch my eye on this scam are the email address and the language at the bottom of the page. The email address this message comes from is [contact@golookal.eu](mailto:contact@golookal.eu), an email from PayPal will come from paypal.com. The language at the bottom of the email asks you "Please do not reply to this email" and something about the "monetary authority of Singapore."

I bring these examples to your attention to remind you to remain vigilant when it comes to cybersecurity. An article by Tara Seals on threatpost.com points out that the COVID-19 pandemic has led to sharp increases in cybercrime in 2020 as cybercriminals are targeting employees that work from home. Now more than ever we need to be certain our employees have the training and knowledge they need to protect themselves and their county or agency from cybercriminals. NIRMA provides multiple training options for cybersecurity and many

Loss Prevention and Safety

5 Top

Cybersecurity

Threats for 2020

1. Phishing
2. Malware & Ransomware
3. Database Exposure
4. Credential Stuffing
5. Accidental Sharing

According to [Norton Security](#), nearly 60 million Americans have been affected by identity theft. In 2023, it is estimated that cybercriminals will be stealing 33 billion records *per year*.

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**Cybersecurity Reminder - *continued***

other topics. Live training can be provided in person or via Zoom. Training is also available via NIRMA's Online University and Video on Demand.

Your first line of defense is your employee's knowledge of cybersecurity and social engineering, please equip them with the information to protect themselves and your county or agency. For questions or training on this topic please contact Chad at [chad@nirma.info](mailto:chad@nirma.info) or 1.800.642.6671.

**HIGHWAY DEPARTMENT**

**By Tim Baxter, Road Safety and Loss Prevention Specialist**

**School Bus Safety**

August is National Back to School Month. School boards and staff are formulating plans on how to return students to school as safely as possible due to COVID-19. If schools do open the end of August, school buses will be running again, and extra care should be taken when road department trucks and equipment are traveling county roads. Instruct your employees to be extra careful at intersections while blading roads and during other road maintenance and construction activities.

Now is a good time to contact school representatives and ask for school bus route maps so those routes can be inspected for road sign and road conditions, inspect intersections where weeds and brush may be hindering sight of oncoming traffic and remove those hazards. Line of sight height at intersections is three and a half feet (3.5 ft.) above the surface of the road, so ensure sight distance problems are removed below that height or better yet, removed altogether. Remember to spray brush once it has been cut to prevent regrowth. Road sign height is a minimum of five feet from edge of road to bottom of sign. Ensure brush, trees and weeds do not block visibility of road signs.

Ensure "School Bus Stop Ahead" signs are in good condition, including but not limited to the proper height, color, retroreflectivity, advanced placement, etc. Visit with school officials as to any sight distance or signing concerns they may have and work to correct those concerns. It's critical to maintain good public relations with your county's schools whose buses travel your roads nearly every day during the week. Remember, "School Bus Stop Ahead" signs, S3-1, must be the fluorescent yellow-green symbol sign. This rule has been in effect since the federal 2009 Manual on Uniform Traffic Control Devices was adopted.

Corn at this time of year is very tall and presents sight distance problems. Counties have little control over this problem unless the

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## **School Bus Safety - *continued***

corn is planted in county rights-of-way. Work with your county attorney to follow procedures under Neb. Rev. Stat. §39-301 to give notice to the landowner/tenant, and then remove any corn or other sight obstruction from the county right-of-way." This not only presents a huge safety issue for school buses full of kids and other motorists, but it is a liability issue as well. The county can be named in a lawsuit due to tall corn planted in county rights-of-way causing sight distance problems, but the farmer can be named as well. The landowner/tenant is responsible for crops on private property.

Have a short safety meeting with all road department and other county employees who drive county roads and remind them that school starts soon, and buses will be running. Young people with school permits will be driving with little experience, as well as parents taking their kids to school, so be extra careful on all roads! There have been far too many school bus accidents in the past so please do your best to inform your employees to travel safely, remove sight distance concerns and to improve signing.

If you have any questions, please contact Tim at 402-310-4417 or [tim@nirma.info](mailto:tim@nirma.info). Be safe.

## **LAW ENFORCEMENT AND CORRECTIONS**

**By Terry Baxter, Law Enforcement and Safety Specialist**

### **Duty to Intervene**

Law enforcement agencies are reviewing and making changes to their use of force policies in light of the recent events involving excessive force and the aftermath that followed the death of George Floyd.

One component being added into use of force policies is a procedure addressing a **Duty to Intervene**. The purpose of this procedure is to outline and explain the legal and moral obligation a member of your organization has when it is determined the conduct of another law enforcement officer is observed or heard by your deputy that is considered unethical, clearly violates the law or violates agency policy.

The policy is designed to protect deputies who act within their duty to intervene to prevent or minimize what they may observe or hear as a misconduct. The duty to intervene isn't all about force, but should also address issues such as theft, fraud, inappropriate language, sexual misconduct, harassment, falsifying documents or something determined to be inappropriate behavior.

Deputies have an affirmative duty to intervene, when they witness something that is clearly unreasonable. During times when law

## Loss Prevention Staff

The Officer Down Memorial Page pays tribute to the over 23,000 law enforcement officers who have died in the line of duty in US history.

In June 2020, fifteen officers died in the line of duty in the United States. This brings the year-to-date total to 114 officers, a 44% increase over this time last year. This increase is largely due to the 51 officers who have died as a result of COVID-19 in the past few months.

In June, five officers died as a result of gunfire, five died as a result of COVID-19, four died in auto-related incidents (two automobile crashes, one motorcycle crash, one vehicular assault), and one officer died as a result of a different duty-related illness.



## Duty to Intervene - *continued*

enforcement is faced with a tense, fast-moving situation that evolves requiring the use of force, the officer engaged in the force can easily get distracted, get tunnel vision and may not realize the force being applied is above what is authorized, so when a secondary officer arrives on scene hopefully they have a clear understanding and vision to conclude the actions of the law enforcement being observed is simply not right.

I realize a new deputy to the organization may be somewhat hesitant to intervene with a senior officer or their own field training officer. Remember this played a factor in the George Floyd event, Officer Chavin was a 19-year law enforcement veteran and Officer Lane was a rookie and on his fourth day of patrol. How about a seasoned officer who doesn't want to step on another officer's toes or get the officer in trouble, this is known as the blue wall of silence, blue curtain or the code. And what happens, if a seasoned officer or field training officer orders the young/new deputy to participate in unethical behavior?

It is imperative, especially in today's society, that law enforcement officers understand if they recognize excessive force, unethical or immoral behaviors, they intervene either through verbal or if necessary physical means.

Policies are written, but the most important component to a written policy is policy training. You can never predict what your day will bring and no matter what law enforcement agency you work, for the basic concept of the job is to "serve and protect", that means everybody.

From the outside looking in, who knows, had the Minneapolis Officers on scene during George Floyd event intervened, the outcome may have been different, but one thing for certain you wouldn't want that event happening in your community or in fact hopefully ever happening again.

The sad part of this event, in 2016 Minneapolis Police Department had implemented an intervention rule urging its officers to stop or attempt to stop the unnecessary violence of their colleagues. So how important is policy training now?

Look, we all get carried away sometimes and caught up in the moment, but it should be encouraged through policy and training that every officer that encounters a unethical, immoral or illegal action involving another officer has a duty to intervene and basically right a wrong. The duty to intervene is not about being "a squealer", "a narc", "a rat", or "a saint", it's about doing the right thing and ensuring everyone is protected, including the agency they work for.

For questions or training on this topic please contact Terry at [terry@nirma.info](mailto:terry@nirma.info) or (402) 686-9332 or 1.800.642.6671.