

# Law Enforcement Liability: Tackling Workforce Issues

March 14, Holiday Inn, St. Cloud

For sheriffs, there is more to running the county's law enforcement office than just enforcing laws. Sheriffs must manage a workforce engaged in specialized community service. Co-sponsored by the Minnesota Sheriffs' Association and MCIT, "Law Enforcement Liability: Tackling Workforce Issues" addresses unique issues that sheriffs and their leadership staff encounter when managing their workforce. Each session provides practical tips to mitigate risks.



## Seminar Details

- March 14, 2018
- Holiday Inn, St. Cloud: 75 S. 37th Ave.
- Registration, 8:30 a.m.; Training, 9 a.m.-3 p.m.
- Fee: \$65 per person
- Recommended audience: Sheriffs, management staff in the sheriff's office, county human resource professionals, county attorneys
- Register: [MCIT.org/training-calendar/](http://MCIT.org/training-calendar/)
- POST and CLE credits will be applied for
- Questions about registration: Contact MCIT at [register@mcit.org](mailto:register@mcit.org) or 1.866.547.6516, ext. 6463
- Questions about seminar: Contact MCIT Communications Manager Heather Larson-Blakestad at 1.866.547.6516, ext. 6430 or [hblakestad@mcit.org](mailto:hblakestad@mcit.org)

## Sessions

**Managing Your Workforce in a Post-Weinstein Environment**, presented by Kristi Hastings, Pemberton, Sorlie, Rufer & Kershner PLLP: Sexual harassment claims in the workforce continue to dominate the headlines. This session gives an overview of the applicable laws, when investigations are needed and potential legal actions that can arise from such claims. It also addresses the current environment and what this practically means for sheriffs' offices.

**Managing Your Workforce When Personal Communication and Professional Obligations Collide**, presented by Jessica Schwie, Jardine, Logan & O'Brien PLLP: Social media, letters to the editor, public gatherings are just a few areas where employees express themselves. Frequently, questions arise regarding whether corrective/disciplinary action may be taken when those communications affect the credibility and efficiency of the sheriff's office. This session discusses the intersection of an employees' right to free speech and management's ability to manage its workforce. It provides a framework for addressing future issues and/or concerns regarding this topic.

**Managing Your Workforce: Whistleblowers**, presented by Cally Kjellberg-Nelson, Quinlivan & Hughes P.A.: Questions arise regarding who legally qualifies as a whistleblower and to what protections that individual is entitled, especially when the whistleblower has performance and/or disciplinary issues. This session addresses various whistleblower laws and offers risk management advice when providing corrective action to an individual who is entitled to such protections.

**Managing Your Workforce: Jails**, presented by Stephanie Angolkar, Iverson Reuvers Condon: Mental illness and medical treatment in jails continues to be a large exposure for sheriffs' offices. Whether to handle medical/mental health care with internal staff or contracting with a third party to handle some of these responsibilities is a common issue for jails. This session provides an overview of the current legal landscape in Minnesota, explains some of the pros and cons of each option, and gives risk management recommendations when contracting for these services.

CO-SPONSORED BY MINNESOTA SHERIFFS' ASSOCIATION AND MINNESOTA COUNTIES INTERGOVERNMENTAL TRUST



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Payment can be sent separately from registration.

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\*Cancellation Policy: Individuals registered for the program will not be billed for cancellations received at least one week prior to the first session (by March 7, 2018). Cancellations received after this deadline will be billed for the entire registration fee.