

Ethical Affluence: The 3000-year-old Secret for Creating Trust, Loyalty and Prosperity

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The survival of any organization depends on trust. This is especially true for law enforcement, where officers literally place their lives in the hands of their fellow officers. In a typical business setting, the cost of employee disengagement, dissatisfaction, and turnover is staggering, in dollars and cents as well as in the corrosive effect of an unhealthy work environment on productivity and customer experience. The cost of brand dilution from bad press and a dissatisfied public may be even worse. Raising awareness among police chiefs and police executives of how to create and enhance a culture of ethics will result in improved officer morale, public relations, public trust and officer safety.

PROGRAM GOALS: Define ethics • Present refreshingly entertaining and compelling stories to illustrate the principles that foster an ethical mindset • Through interactive exercises, allow audience members to contemplate ethical dilemmas and the consequences of their actions • Guide audience members to apply the principles of ethics to their own lives with concrete, practical examples and strategies • Present a roadmap for navigating ethical challenges in our professional and personal lives.

EXECUTION OBJECTIVES: Raise awareness and understanding of why acting ethically is in everyone's professional, psychological and financial best interest • Demonstrate how, by creating a culture of ethics, compliance rules take care of themselves while employee engagement, loyalty and productivity soar • Outline specific action steps for setting higher ethical standards for executives, officers and the workplace.

FirstNet: Separating Fact from Fiction

Brent Schroeder

FirstNet Solutions Consultant & State Lead

FirstNet...Built with AT&T

When the idea of a nationwide distinct public safety communication system was first proposed, the initial universal response was "That will never be built". Fast forward to 2019 and the system has now gone over 750,000 connections and 9,000 agencies. Yet despite this success, there are many police executives that really don't understand exactly what FirstNet is and whether their department should participate. This session will cover what the FirstNet Program really is, what it is not, and what the milestone time frames are.

Staying Alive: How to Protect Pedestrians and Bicyclists in Your Community

Emily Shinevar

Vulnerable Roadway Users Program Coordinator

Michigan Office of Highway Safety Planning

There has been a growing need to address the non-motorized users, pedestrians and bicyclists, on Michigan roadways. The National Highway Traffic Safety Administration's (NHTSA) Fatality Analysis Reporting System (FARS) reported that the combination of pedestrian and bicyclist fatalities exceed 18% of all traffic fatalities in Michigan. NHTSA awarded Michigan nearly \$1m each year since FY2017 to address pedestrian and bicycle safety programs with federal funding specific to supporting law enforcement mobilization, law enforcement training and public education. The Office of Highway Safety Planning has grant opportunities for overtime enforcement and resources for law enforcement agencies. The League of Michigan Bicyclists will provide information on their law enforcement training courses on traffic laws applicable to pedestrian and bicycle safety.

Threats to Michigan Communities and Partnerships to Solve Them: U.S. Customs and Border Protection Resources Available to State and Local Partners

David Hampton

Law Enforcement Branch Chief

U.S. Customs and Border Protection

This presentation consists of two segments. First, the presentation will advise Michigan Police Chiefs of U.S. Customs and Border Protection (CBP) resources that are available to help them accomplish their public safety mission. This portion of the presentation will focus on grants, training, task force participation, information and intelligence sharing, and forensic assistance. Second, CBP's Office of Intelligence will present a briefing on emerging threats in the immediate area, specifically those related to illicit trade of people and narcotics, transnational crime and other dangers to communities.

MADD: We are More Than Just Angry Women!

Stephanie Hurst

Victim Services Specialists

Mothers Against Drunk Driving

Everyone knows of Mothers Against Drug Drivers (MAAD) and our campaign to eliminate intoxicated drivers from our roadways. However, we are much more than that. This session will cover details on who we are, what we do, and how we can work together to offer services in your communities. Included will be information on MADD Victim Services, one of the best kept secrets in MADD. Learn how we can partner with you and your community.

Elder Financial Abuse: A Prosecutor's Perspective

Ryan Painter

Director of the Elder Justice Project

Prosecuting Attorneys Association of Michigan

An introduction to the less understood components of complex financial crimes involving senior citizens. This session includes the latest statutory/regulatory changes, case law updates, and the benefits of multidisciplinary teams. Also included will be a review of the recently released Elder Abuse Incident Form and discussion of vulnerable adult embezzlement statutes and the impact on your department.

The Three Horsemen of the Unhappy Chief's Apocalypse: Burnout, Turnover and Dissatisfaction

William R. King, Ph.D.

Professor, Dept. of Criminal Justice

Boise State University

Officer wellness has become a well-deserved focus within our profession. In recent years, we have become increasingly concerned with officer retention and satisfaction, and preventing burnout, turnover, and even suicide. But what about the law enforcement executive? This session will reveal what we've learned about chiefs' burnout, disengagement, satisfaction, and turnover from a national study of 741 police chiefs conducted by our presenter. He will also supplement with data from a study of 916 police chiefs in Texas, and a separate study of turnover among 164 Texas chiefs. This presentation will focus on describing burnout, satisfaction, and turnover, and the factors associated with each. Additionally, Dr. King will review possible best practices in preventing disengagement, burnout, and turnover among police chiefs.

Beyond the Clouds: Cyber Catastrophes and How to Protect Your Department

Embry Nichols

Senior Broker, Vice President

Guy Carpenter Public Entity

In 2013, the Swansea Police Department in Massachusetts was infected with CryptoLocker, thus becoming first known cyber victim police agency. In June of this year, the City of Riviera Beach paid out nearly \$600,000 to hackers who crippled the city's computer systems with a ransomware attack. The attack began when an employee in the 35,000-resident city's police department opened an email containing a piece of malware.

Cyber risk has emerged as a significant threat to public sector operations. As technology evolves, police departments are increasingly being targeted by ransomware and other viruses, resulting in extortion, unauthorized entry (hacking), unauthorized engagement (phishing/spear phishing) and cybercrime. These attacks can result in loss of data and hardware, and have a

hefty impact on budgets. In this session, we will explore current issues facing police departments in the rapidly changing world of cyber risk. State and local governments continue to be targets. Will yours be next?

MCOLES – What You Don’t Know Will Hurt You!

Timothy Bourgeois
Executive Director
Michigan Commission on Law Enforcement Standards

There have been some recent changes in the law that affect every agency in the state. Do you know about the Law Enforcement Officer Separation of Service Act (PA 128 of 2017), comprehensive pre-employment background investigations, mandated training for the response to active violence and developing standards for the utilization of armed reserves? These and other topics vital to your agency’s success will be covered and discussed.

Handle With Care

Elmer Hitt
Director of Police and Fire Services
City of Jackson

Zoe Lyons
Director
Jackson County Office of the MI Department of Health and Human Services

Learn about the City of Jackson’s community policing initiative that can be described in three words: “Handle With Care”. In this innovative program, if a law enforcement officer encounters a child during a sensitive or traumatic call, that child’s name and three words, “Handle With Care”, are forwarded to the school before the school bell rings the next day. The school implements individual, class and whole school trauma-sensitive curricula so that traumatized children are “Handled With Care”. If a child needs more intervention, on-site trauma-focused mental healthcare is available or arranged at the school.

C.I.T. From a Chief’s Perspective—Why It’s Crazy NOT to do It!

Jim Blocker
Chief of Police
Battle Creek Police Department

Melinda Holiday, LMSW/CAADC
Crises Clinician
Summit Pointe, Community Mental Health

Meghan Taft
Crises Clinician
Summit Pointe, Community Mental Health

Chief Blocker and his co-presenters will cover the formation and implementation of the Calhoun County Crisis Intervention Team. The presentation will cover what a Crises Intervention Team program and training is and is not. The focus of this session will be on how the program has significantly reduced organizational use of force and arrest on persons identified as suffering from mental health disorders/trauma, reduced liability, and officer injury during arrest. Other benefits such as increasing partnerships with the local community mental health agencies and other community partners will be discussed.

Recreational Marijuana and Your Department: Can They Smoke-em if They Got-em?

Suzanne Bartos

Attorney

Cummings, McClory, Davis & Achoo, P.L.C.

With the recent legalization of marijuana, many police administrators aren't fully aware of their management rights. Proposal 1 grants Michigan residents access and the use of marijuana, but what are your rights? Can you prohibit the use of marijuana for sworn officers? What about civilians working for your city and assigned to the police department. What does the law say? What do the courts say? Do you need a policy? If so, what should it look like? If you suspect or learn that an employee has used marijuana, now what? These and other questions will be answered during this important session.

New Age Forfeiture: Does Crime Really Pay?

Mark Reese

Tuscola County Prosecuting Attorney

Past President PAAM

Over the past few years, law enforcement has been hampered by numerous legislative actions arguably contrary to the health, safety and welfare of Michigan's citizens. While in the midst of an unprecedented drug abuse crisis spanning numerous controlled substances that decimates and takes countless lives a year, forfeiture reform somehow became a priority. While dispelling the myth of the "innocent" drug dealer, this session will also address recent changes in our forfeiture statutes while comparing past practice with the current structure. Practical approaches will be discussed in light of newly imposed limitations and requirements.

Making Possible the Impossible Through Strategic Planning

Randy Means

The Thomas & Means Law Firm, L.L.P.

The threat of being caught and punished should not be the incentive for doing the right thing. That truth notwithstanding, we must concern ourselves with lawsuits and liability. Today, lawsuits question whether a law enforcement agency has responsibly planned and managed a broad array of operational and administrative dynamics. The agency's written policies are

challenged and its systems of training, supervision, standards and discipline are closely scrutinized. If police leaders have not dealt adequately with these matters, supervisory liability, liability for negligent training, and municipal liability follow. Through responsible and systematic planning and implementation, law enforcement leaders can increase organizational effectiveness, improve both officer and public safety, reduce officer misconduct and sharply reduce the threat of liability. This seminar teaches how to reach those goals through Strategic Planning.

The program is positive, proactive, and practical, with no punches pulled!

After an Introductory discussion of strategic planning, risk management, and liability prevention there will be exploration of the following potential strategic planning goals:

- Recruiting and Hiring the Right People to be Law Enforcement Officers
- Enhanced but Lower-Cost Training and Testing Systems
- Assuring Key Interpersonal Communication Competencies and Performance
- Assuring Fitness for Duty/Physical and Tactical Readiness
- Tending Better to the Mental Health and Well-Being of Organization Members
- Better Use of Policy and Associated Written Directives Systems
- Closer and More Effective First-Line Supervision
- More Appropriate Systems of Police Discipline and Accountability
- Closer Attention to Constitutional Policing, Use of Force and High-Speed Driving
- Better Documentation: Recording Devices, Report Writing, Internal Investigation
- Better Data Analysis and Oversight: Early Warning Signs and Systems
- Managing Bias and Perceptions of Bias: Racial Profiling and Other Discrimination Issues
- Further Integration of Technology into Our Systems
- Recognizing and Rewarding Employees Who Best Contribute to Success
- Creating a More Objective and Relevant Evaluation System
- Further Definition of “Organizational Excellence” and “Superior Service”
- More Positive Organizational Culture: Building and Maintaining Duty and Honor Values
- Improved Community Policing: Outreach, Engagement, and Partnership