



OACP Chiefs' In-Service & Annual Conference
Via Bluejeans.com Livestream
September 21 - 22, 2020

Monday, September 21

8:00 am	Session I: Welcome Chief James Willock, CLEE, Mill Creek Metroparks PD, Education Committee Chair OACP Annual Business Meeting & Elections
9:00 am	Session II: Dayton Mass Shooting: August 4, 2019 Chief Richard Biehl, Dayton PD <i>Facilitator: Chief James Willock, CLEE, Mill Creek Metroparks PD</i> Chief Biehl will provide a review of the tragic mass shooting the night of August 4, 2019 that struck his community. He will review his department's response and lessons learned that will prove valuable for law enforcement executives.
10:30 pm	Break
10:45 am	Session III: Officer Safety, Wellness and Leadership in the 21st Century Dr. David Black, Chief Executive Officer, Cordico <i>Facilitator: Chief Roy Mosley, III, CLEE Brimfield Twp. (Portage) PD</i> Officers need real-time access to the best tools for accelerating leadership and successfully managing the mental and physical consequences of their careers. Attendees will benefit from learning about equipping officers with proactive and practical wellness solutions; new research and innovative technology; strategies for improving recruitment, retention, and community relations; and treating trauma while reducing officer suicide risk. Attendees will also learn about new strategies to help law enforcement identify untapped leadership potential, accelerate leadership development, and close leadership gaps while also addressing recruitment and retention concerns. Officer safety, wellness, and leadership challenges, opportunities, and actionable strategies for the 21st century will be highlighted throughout this session.
12:15 pm	Lunch break



Monday, September 21 (cont'd.)

12:45 pm	Installation of Officers, Awards and Recognitions
1:45 pm	Session IV: Employment Law Decisions Affecting Law Enforcement Management Jonathan Downes, attorney, Zashin & Rich Co. LPA <i>Facilitator: Chief Charles Chandler, Westerville PD</i> This session reviews recent court decisions and legislation from the past year that impacts management of police officers and civil personnel. These will include federal law matters, civil rights of employees, and discipline matters. Topics will include: ADA, FMLA and FLSA. Discussion includes the rulings and the practical impact of the developments. Practical solutions are offered. Trends are identified for future planning. Practical application is emphasized. Changes to rules suggested where advisable.
3:15 pm	Break
3:30 pm Track A	Session V: Public Records Law and Social Media Updates Mark Weaver, attorney, Communications Counsel, Inc. <i>Facilitator: Chief Scott Hughes, CLEE, Hamilton Twp. (Warren) PD</i> Mark Weaver has been a popular presenter at OACP annual conferences for 26 years. He will update us on recent changes in public records law as well as latest ways for police departments to effectively utilize social media.
3:30 pm Track B	Session VI: Empty Chairs, Teacups, and Bobble Heads: Mindful Leadership tenets for the 21st century Police Executive Chief Matthew Vanyo, Olmstead Twp. (Cuyahoga Co.) PD <i>Facilitator: Chief Roy Mosley, III, CLEE, Brimfield Twp. (Portage) PD</i> The daily doldrums of “Chiefdom” is replete with bureaucracy, policies, human resource issues, and at times can feel like threading beads on a string with no knot at the end. No matter the size of the agency, it’s easy to become disconnected from the people of our organizations and lose sight of our executive “Why.” Staying connected to and taking care of the people of our organizations (including ourselves) while still maintaining operational effectiveness is an ongoing “juggling act” not for the faint hearted. The aim of this presentation is to remind, reflect, and invigorate the spirit of those responsible for leading our men and women in the most noble of professions.
5:00 pm	Adjourn for the Day



Tuesday, September 22

8:00 am
Track A

Session VII: Restorative Justice: What Do You See When You See Me?

Darryl Green, Founder, Deep Forgiveness, Inc. Baltimore, Maryland

Facilitator: Chief Michael Harnishfeger, CLEE, Ada PD

There is something powerful about seeing life through the lens of Healing, Reconciliation and Deep Forgiveness. This session will take you through a journey of challenges, tragedies, and victories. It will inform and empower you as leaders to engage in those difficult but necessary courageous conversations. Conversations about the fractured relationship between black and brown communities and the men and women you lead who have sworn to serve and protect them. As we move further into the 21st century, in addition to possessing law enforcement competencies, it is imperative that our community police officers possess cultural, community and constitutional competencies.

To begin the process of trust and healing, both parties must slow down and listen. Listening is the pathway to learning and understanding, which will allow for the gates of reconciliation to open. Do you want to improve your department's law enforcement and community engagement? Do you want to build more capacity in the officers you lead, while delivering the best service to the communities they serve? If your answers are yes, then together let's start the journey of Healing, Reconciliation and Deep Forgiveness.

8:00 am
Track B

Session VIII: National Use of Force Data Collection

James Travelstead, Liaison Specialist, FBI/ CJIS Division

Facilitator: Chief Matthew Vanyo, Olmstead Twp. (Cuyahoga) PD

The FBI established the collection of national use of force data at the request of our law enforcement partners, including but not limited to, the International Association of Chiefs of Police, Major City Chiefs Association, Major County Sheriffs of America, Association of State Criminal Investigative Agencies, and the National Sheriffs' Association. Three types of use-of-force events and information related to each event are collected: 1) When a fatality occurs to a person in connection to use of force by a law enforcement officer 2) When there is serious bodily injury to a person in connection with use of force by a law enforcement officer and 3) In the absence of either death or serious bodily injury, when a firearm is discharged by a law enforcement officer at or in a direction of a person.

At times, the complex policing scenarios our law enforcement officers face are subject to heightened media attention. The ability to better understand and discuss incidents where law enforcement officers use force is often hindered by the lack of data on a national scale. The data collected will help improve communications between law enforcement agencies and the communities they serve, as well as communications with the media, by having more informed discussions and increased transparency. The data collected will also allow agencies to analyze trends to help improve training methods in an effort to reduce these incidents.

9:05 am

Break



Tuesday, September 22 (cont'd.)

9:15 am
Track A

Session IX: Developments in Labor Matters, Unions and Collective Bargaining

Jonathan Downes, attorney, Zashin & Rich Co. LPA

Facilitator: Chief Charles Chandler, Westerville PD

This session is for those agencies with unions or subject to unions, and anyone interested in the topic. SERB decisions and trends in collective bargaining, arbitration decisions, and practical discussion regarding union contract items will be presented. Court decisions applying and interpreting contract provisions and the appeals of arbitration decisions will be included. Trends in collective bargaining as well as issues of common concern will also be discussed.

9:15 am
Track B

Session X: When We Lose One of Our Own in the Line of Duty

Chief Mark Denney, CLEE, Colerain Twp. (Hamilton Co.) PD and Chief Robert Fisher, CLEE, Hilliard PD

Facilitator: Public Safety Director Keith Torbet, CLEE, City of Wauseon

Tragedies struck both Chief Denney's and Chief Fisher's departments with the loss of one of their officers in the line of duty. The two chiefs will review their agency's response and steps they initiated to help their staff and their communities to begin the healing process.

10:45 am

Break

11:00 am

Session XI: Transformational Leadership During Difficult Times

Dr. Kimberly Miller, Kimberly A. Miller & Associates, Fort Collins, Colorado

Facilitator: Chief James Willock, CLEE, Millcreek Metroparks PD

Our country in general and law enforcement specifically is facing unprecedented times. From pandemics to protests, learning how to navigate day to day existence, motivate your employees, lead your teams, and inspire new recruits when the future is uncertain can feel overwhelming and confusing. This session will explore the foundational concepts of leadership you can leverage, the tactics and tools you can use to better equip your officers for success, the mindset and strategies you need to transform organizational culture, and remind you about the critical importance of wellness and resilience.

1:00 pm

Lunch Break



Tuesday, September 22 (cont'd.)

1:30 pm
Track A

Session XII: Criminal Law Updates

- Jeffrey Furbee, Chief Police Legal Advisor, Columbus City Attorney's Office
- Deana Leffler, Police Legal Attorney, Columbus City Attorney's Office

Facilitator: Chief Deputy David Wiseman, CLEE, Delaware County Sheriff's Office

This popular and informative session will review the latest updates in state and federal criminal law that directly impact on law enforcement's responsibilities. Both relevant tort and statute laws will be presented.

1:30 pm
Track B

Session XIII: Hemp and Medical Marijuana Laws: Implications for Law Enforcement

- Jonathan Downes, Zashin & Rich, LLP
- David Miran, Executive Director, Hemp Program, Ohio Department of Agriculture

Facilitator: Chief Robert Ware, CLEE, Worthington PD

On July 30, 2019, Governor Mike Dewine signed into law the legalizing and regulating of 'hemp', defined as cannabis and its derivatives. In addition, the Ohio Medical Marijuana program was implemented in 2019. These two new laws present significant implications for law enforcement, from both the criminal law enforcement and personnel law perspectives. Director David Miran and Jonathan Downes will review the key points of the laws and discuss the implications for law enforcement.

3:00 pm

Break

3:15 pm
Track A

Session XIV: Mental Health Wellness Programming Effectiveness: Preventing, Intervening and Managing Personnel Stress from Officers to Dispatchers to Command

Dr. Mark Querry, Clinical and Forensic Psychologist

Facilitator: Chief Nicholas Shearer, Kent PD

This presentation discusses a cutting-edge aspect of establishing and continuing mental health wellness, designed to meet the unique needs of each and every Departmental employee—despite their role or rank. Specifically, services are intended to address *any* psychosocial issue presented by any individual who participates in this initiative.

This presentation addresses: the concept of Psychological First Aid (PFA); the benefits of this programmatic approach to wellness over just "counseling;" What the facilitator can provide; the two kinds of "stress" and how they hide from others—sometimes from *everyone*!; What sort of employee problems and issues this program can address, as opposed to just "performance" problems; the structure and mechanics of how this type of program "works". The word, "work" will also be defined—often a very important aspect of programming that is over-looked; how to influence your employees to attend this program; how to explain the value and need for these services to your stakeholders e.g., the Union, City Council, FOP, Mayor and/or the City Attorney; measuring program outcomes—what will it all mean?



3:15 pm Track B	Session XV: Patrolling Chiefs Roundtable <i>Facilitator: Chief Josef Freyhof, CLEE, Russells Point PD Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff</i> Over the last eight years, the OACP has worked to initiate more specific conversations relating to Police Chiefs who divide their responsibilities between administration and general patrol. In the past, Patrolling Chiefs have shared best practices, grant resources, personnel issues, and discussed interactions with local law enforcement. Participants have taken the first steps to build a network amongst similar size departments and explore common challenges such as recruitment, mayor and council relationships, budget development, and much more. We are excited to once again offer this roundtable discussion and look forward to learning more about how the OACP and its committees can better serve Patrolling Chiefs.
4:45 pm	Closing Comments Chief James Willock, CLEE Education Committee Chair

***Mark your Calendars for next year's
Chiefs' In-Service & Annual Conference
April 25 - 27, 2021
Columbus Downtown Hilton***