



OACP Chiefs' In-Service & Annual Conference
Hilton Columbus Downtown
May 8 - 10, 2022



Sunday, May 8	
2:00 pm Lower Level: Bellows Ballroom Foyer	Conference Registration Hotel Check-in at the Hotel Lobby on the Lobby Level (Note: sleeping rooms will be ready after 3 pm)
3:00 pm Lower Level: Bellows Ballroom	Opening Session & Annual Business Meeting Presentation of the Colors • Columbus Division of Police Honor Guard • Columbus Police and Fire Pipes and Drums • National Anthem Welcome • Chief Josef Freyhof, CLEE, Russells Point PD, Education Committee Co-Chair • Chief George Kral, CLEE, Toledo PD, OACP President
4:30 pm Bellows Ballroom	General Session: Cleveland Missing • Chief John Majoy, CLEE, Newburgh Heights PD • Gina DeJesus, Co-Founder, Cleveland Family Center for Missing Children and Adults • Sylvia Colon, Co-Founder, Cleveland Family Center for Missing Children and Adults <i>Facilitator: Chief Josef Freyhof, CLEE</i> The law enforcement response to missing persons is helpful but it is now aided by an organization whose co-founders can speak first-hand on what it is like to have a loved one go missing. This presentation will feature Ms. Gina DeJesus who was held captive for nearly ten years. She has turned her victimization into advocacy in the form of non-profit founded by her and her aunt, Sylvia Colon. Their organization, Cleveland Missing, is an aid to law enforcement in a one-of-a-kind manner. Families can be provided support along with a soft-landing place to help while others seek to help find their loved ones. The organization also holds in-service training for law enforcement along with community outreach programs. Attendees will receive a first-hand account of the trauma faced by a family and how this ordeal can be used to help in future investigations and community policing efforts.
5:45 pm	Break
6:00 pm Bellows Ballroom	Banquet Dinner Swearing in of the Board & Special Awards Speaker: Vinnie Montez, comedian, “Armed and Hilarious”
7:30 pm Bellows Ballroom	General Session: Fireproofing and Transforming Your Department, Culture, and Career Peter Havel, president, The Cloture Group, Dallas, Texas <i>Facilitator: Chief Scott Hughes, CLEE Hamilton Twp. PD</i> In important times for law enforcement like these currently, simply maintaining the status quo is not a winning strategy. Just as it's been important for police departments to engage even better with their communities, Pete Havel says that it's just as important to focus on the internal issues—namely, making life better for those who serve and dealing better with the types of destructive behaviors that can bring careers, cultures, and departments down. Pete Havel is the author of “The Arsonist in the Office: Fireproofing Your Life Against Toxic Coworkers, Bosses, Employees, and Cultures”. He'll enlighten you about how to deal with the “Arsonists” in your organization. He'll discuss how you can use your culture to improve your department's conduct, performance, and your team's lives.
9:00 – 11:00 pm Lower Level: Burkhart Ballroom	Reception

Monday, May 9

7:00 am Restaurant Area on Second Level	Breakfast Buffet
8:15 am – 10:00 am	Breakout Sessions
Lower Level: Burkhart Ballroom	What you do Matters: Lessons from the Holocaust (pre-registration required- this is a three-hour session) - Elizabeth Ortiz, Executive Director, Arizona Prosecuting Attorneys' Advisory Council - Dr. Todd Larson, Director, WYDM Institute <i>Facilitator: Director James Willock, CLEE Kent State University, Dept. of Public Safety</i> The Holocaust was an unspeakable horror from World War II (WWII). After a visit to the United States Holocaust Memorial Museum in Washington, D.C. in 2006, law enforcement leaders of Yavapai County recognized that the Holocaust is much more than a chapter from a history book. The Holocaust provides important insight into the consequences when a government shifts the mission of the police from protecting individuals to supporting the abuse of basic human rights. How Germany changed in less than a decade from a free, democratic, and scientifically advanced society to a totalitarian regime that systematically targeted and murdered millions of its own citizens is a lesson a free society must learn. In the words of Chief Prosecutor Robert Jackson at the Nuremberg War Crimes Trial in 1945, <i>"Civilization cannot tolerate their being ignored, because it cannot survive their being repeated."</i> Working with the United States Holocaust Memorial Museum and the Jewish Community Foundation of Greater Prescott, Arizona law enforcement leaders offer a powerful curriculum to ensure that the core values of our democracy are upheld. "What You Do Matters" examines policing within the legal and political framework of Nazi Germany – a journey that eventually turned those who should protect life and liberty into those who intimidated, humiliated, deported, and eventually murdered millions of innocent people. Using historical images and stories from the Holocaust, trained facilitators engage students in a dialogue about the role of law enforcement in today's communities and the importance of core values in ensuring the integrity and vibrancy of democracy.
Bellows A & B	Protests Management - Chief Nicholas Shearer, CLEE, Kent PD - Chief Steve Mylett, Akron PD During the Summer 2020, civil protests occurred in many communities, large and small, across the country. Kent, Ohio is a small college town community with a resident population of just under 30,000 citizens. Chief Shearer explores his agency's response and the lessons learned from his agency's effective management of these protests. Chief Steve Mylett was recently appointed the new Police Chief of Akron PD. Previously, he was the Chief of Police at Bellevue, Washington, a suburb of Seattle. The Seattle area also encountered significant civil protests that same summer and he will provide insights from his experience.
Bellows C, D, E & F	Employment Law Decisions Affecting Law Enforcement Management Jonathan Downes, attorney, Zashin & Rich Co. LPA <i>Facilitator: Chief Roy Mosley, II, CLEE, Brimfield Twp. 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 FLA. 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.
10:00 am	Break

Monday, May 9 (cont'd.)

10:15 am – 12:00 pm	Breakout Sessions
Burkhart Ballroom	What You Do Matters: Lessons from the Holocaust (continued) <i>*See 8:15 session for presentation summary</i>
Bellows Ballroom C & D	Criminal Law Updates Jeffrey Furbee, Chief Police Legal Advisor, Columbus City Attorney's Office <i>Facilitator: Chief Michael Harnishfeger, CLEE, Ada PD</i> This popular and highly 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.
Bellows Ballroom A & B	Developments in Labor Matters, Unions and Collective Bargaining Jonathan Downes, attorney, Zashin & Rich Co. LPA <i>Facilitator: Chief Deputy David Wiseman, CLEE Delaware Co. Sheriff's Office</i> 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.
Bellows Ballroom E & F	Media Relations: How to Cultivate a Positive Working Relationship Maureen Kocot, PIO, Franklin County Sheriff's Office <i>Facilitator: Chief Debra Brewer, CLEE Portsmouth PD</i> A raw conversation about current trends in media coverage of law enforcement, and how to develop strategies to help control the message. As some members of the community demand police reform and transparency, we will discuss the pros and cons of body worn cameras and opportunities to use them to your advantage. This session will also examine the predicament of when and how to respond to media inquiries if your office is required to use deadly force and the investigation is being handled by an outside agency.
12:00 pm Restaurant Area on Second Level	Lunch buffet

Monday, May 9 (cont'd.)

1:00 pm – 2:30 pm	Breakout Sessions
Bellows Ballroom	Public Records Law and Social Media/First Amendment Updates Mark Weaver, attorney, Communications Counsel, Inc. <i>Facilitator: Director James Willock, CLEE</i> Mark Weaver has been a popular presenter at OACP annual conferences for 28 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.
Burkhart Ballroom	Patrolling Chiefs Roundtable <i>Facilitator: Chief Josef Freyhof, CLEE, Russells Point PD</i> <i>Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff</i> Over the last ten 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.
Lobby Level Hopkins Room	Weathering the Unthinkable: Leadership Challenges Following a Line of Duty Death Chief Tom Wells, CLEE, Springdale PD <i>Facilitator: Chief Deputy David Wiseman, CLEE</i> Chief Wells was chief for just over a month when Police Officer Kaia L. Grant was killed by an armed felon during a traffic pursuit. This was the agency's first line of duty death and it sent shockwaves through the department. Chief Wells had to quickly adjust from a methodical transitional process of being a new chief to making swift decisions to help the department navigate through such emotional and previously untested waters. During 2020, he battled PTSD, had several officers communicate their intention to quit police work (which, in the end, none did), terminated one from a disciplinary issue that arose after Kaia's death, and obtained help for an officer who was experiencing suicidal ideations. Chief Wells also had to deal with the immediate threat from COVID-19 and the unrest and fallout from the George Floyd murder in Minneapolis. He oversaw the hiring of seven new officers and the promotion of four to first line supervisory positions. He also created a new unit called: "The Health and Wellness Team," whose duties include sharing information and training on behavioral and physical health and general personal wellness. Over the course of the year, Chief Wells attended grief support, individual counseling and partial hospitalization in the <i>Help for Heroes</i> program, which was formed to provide professional counseling and intervention for military and first responders who experience PTSD and other behavioral issues from their work. Chief Wells went public with his personal story of his PTSD journey in hopes of helping to break the stigma of first responder reticence about behavioral health intervention. Chief Wells shares his story to honor Kaia Grant's memory and help others who are experiencing trauma from the profession. He is passionate about helping police leaders to find ways to support and assist their personnel in getting the help they need without making the employee feel like something is wrong with them. Above all, he wants to teach police leaders to "Show 'em you care."
2:30 to 6:00 pm Columbus Convention Center Exhibit Hall A (across the street)	Exhibitor Showcase (take stairs or elevator to 2nd Level, then skybridge over to Convention Center) One hundred-twenty local and national vendors are ready to show you their products and services and discuss with you how they may be of interest to your agency.
6:00 pm	Dinner on your own

Tuesday, May 10

6:45 am Lower Level Bellows Ballroom	Breakfast buffet
8:00 am Lower Level Bellows Ballroom	General Session: “Your Black Swan is Someone’s Gray Rhino” Gordon Graham, Graham Research Consultants <i>Facilitator: Chief Roy Mosley, II, CLEE</i> The program will commence with some thoughts on cause of tragedies in police department operations. We will focus on the difference between proximate cause and those problems lying in wait – sometimes for years – that went ignored and really led to the given tragedy. The lessons learned from any given tragedy are not being learned by others. When this happens, the same tragedy happens again and again in other organizations. This program presents a logical 7-step approach on how to rectify this lapse – and make the knowledge of one the knowledge of everyone. First, we need better major event investigations, particularly LODDs and officer-involved incidents where civilians die. Currently, too many of these investigations are, at best, reports and do not properly identify the real causes of the fatal event. Second, these investigations need to have the lessons learned on page one – not buried in some massive investigative file. Third, we need to learn from tragedies in other professions – not just law enforcement operations. Fourth, we need to learn from close calls. Just because no one died in a given event does not mean we cannot learn from the happenings. Fifth, we need to capture institutional knowledge from veteran professionals prior to their retirement. Sixth, we need to bring back the best-of-the-best to share their knowledge with their replacements. And finally, we need a delivery mechanism to get relevant and current information to the end-point user – that cop on the beat – so that she/he will have memory markers to help prevent future tragedies.
10:00 am	Break- session continues
11:45 am Bellows Ballroom	Raffle Drawings and Closing Comments Chief Roy Mosley, II, CLEE, OACP Education Committee Chair

**Mark your Calendars for next year’s
Chiefs’ In-Service & Annual Conference
April 23 - 25, 2023
Columbus Downtown Hilton**

THANK YOU TO OUR 2022 SPONSORS:

Gold Sponsors

Silver Sponsor

Bronze Sponsors

Patron Sponsor

Speaker Sponsors

Award Sponsor

In-Kind Sponsors