



**OACP Chiefs' In-Service & Annual Conference**  
**Hilton Columbus Downtown (Towers 401 and 402)**  
**April 23 - 25, 2023**

**Sunday, April 23 (all events in Tower 401)**

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| <b>1:30 pm</b><br>Lower Level:<br>Bellows Ballroom Foyer    | <b>Conference Registration</b><br><b>Hotel Check-in at the Hotel Lobby on the Lobby Level</b><br>(Note: sleeping rooms will be ready after 3 pm)  |
| <b>2:30 pm</b><br>Lower Level:<br>Bellows Ballroom          | <b>Opening General Session I</b><br><b>Presentation of the Colors</b> <ul style="list-style-type: none"><li>• Columbus Division of Police Honor Guard</li><li>• Columbus Police and Fire Pipes and Drums</li><li>• National Anthem</li></ul> <b>Welcome</b> <ul style="list-style-type: none"><li>• Chief Roy Mosley, CLEE, Brimfield Twp. (Portage) PD, Education Committee Chair</li><li>• Chief Charles Chandler, Westerville PD, OACP President</li></ul> <b>OACP Annual Business Meeting</b> |
| <b>4:00 pm</b><br>Bellows Ballroom                          | <b>Session II – “Emotional Survival for Law Enforcement Officers and their Families “</b><br>Dr. Kevin Gilmartin<br><i>Facilitator: Chief Roy Mosley, CLEE</i>  |
| <b>6:20 pm</b><br>Bellows Ballroom                          | <i>Break</i>  |
| <b>6:30 pm</b><br>Bellows Ballroom                          | <b>Banquet Dinner – Swearing in of the Board &amp; Special Awards</b><br><b>Speaker: TBD</b>  |
| <b>8:00 – 10:00 pm</b><br>Lower Level:<br>Burkhart Ballroom | <b>Chiefs' Reception</b>  |



## Monday, April 24 (events in Towers 401 and 402)

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| <p>6:45 am<br/><b>Tower 402</b><br/>4<sup>th</sup> Floor</p>   | <p><b>Breakfast Buffet</b> (Buffet will be served in the <b>Kojo Kamau ballroom on the fourth floor of the new Tower 402</b>. Take the walkway over to the new tower and follow the signs.)</p>   |
| <p>8:00 am</p> <p><b>Tower 401</b><br/>Lobby Level:<br/>Pierce</p><br><p><b>Tower 402</b><br/><b>Pheoris West Meeting Room</b><br/>3<sup>rd</sup> Floor</p><br><p><b>Tower 402</b><br/><b>Massey Meeting Room</b><br/>3<sup>rd</sup> Floor</p> | <p><b>Session IV - Breakout Sessions</b></p> <p><b>“Law Enforcement Recruitment and Hiring in the 21<sup>st</sup> Century”</b><br/>Chief Chris Noga, Ret’d., and panelists:</p> <ul style="list-style-type: none"> <li>• Dr. Patrick Oliver, CLEE, Ret’d., Cedarville University</li> <li>• President/CEO Brian Butcher, Clemens Nelson</li> <li>• Vandalia City Manager Dan Wendt</li> <li>• Dr. Julie Newcamp, Associate Professor of Criminal Justice at Baldwin-Wallace University</li> <li>• Sgt. Chris Hughes-Smith, Columbus PD Office of Recruitment</li> <li>• Vice President/Director of Law Enforcement Carolyn Williams, Federal Reserve Bank of Cleveland</li> </ul> <p><i>Facilitator: Chief Josef Freyhof, CLEE Russells Point PD</i></p> <p><b>“Employment Law Decisions Affecting Law Enforcement Management”</b><br/>Jonathan Downes, attorney, Zashin &amp; Rich Co. LPA<br/><i>Facilitator: Chief Debra Brewer, CLEE Portsmouth PD</i></p> <p>This session reviews recent court decisions and legislation from the past year that impact police officers and civil personnel management. 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.</p> <p><b>“Criminal Asset Forfeiture Funds: Role and Responsibility of Law Enforcement”</b><br/>James Coyne, Director of Regional Liaisons, Auditors’ office<br/><i>Facilitator: Chief Nick Shearer, CLEE Kent PD</i></p> |
| <p>9:30 am</p>   | <p><b>Break</b></p>   |



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| <p>8:00 am</p>  | <p><b>Session IV - Breakout Sessions</b></p>   |
| <p><b>Tower 401</b><br/>Lobby Level:<br/>Pierce</p>                                   | <p><b>“Law Enforcement Recruitment and Hiring in the 21<sup>st</sup> Century”</b><br/>Chief Chris Noga, Ret’d., and panelists:</p> <ul style="list-style-type: none"><li>• Dr. Patrick Oliver, CLEE, Ret’d., Cedarville University</li><li>• President/CEO Brian Butcher, Clemens Nelson</li><li>• Vandalia City Manager Dan Wendt</li><li>• Dr. Julie Newcamp, Associate Professor of Criminal Justice at Baldwin-Wallace University</li><li>• Sgt. Chris Hughes-Smith, Columbus PD Office of Recruitment</li><li>• Vice President/Director of Law Enforcement Carolyn Williams, Federal Reserve Bank of Cleveland</li></ul> <p><i>Facilitator: Chief Josef Freyhof, CLEE Russells Point PD</i></p>                                   |
| <p><b>Tower 402</b><br/><b>Pheoris West Meeting Room</b><br/>3<sup>rd</sup> Floor</p> | <p><b>“Employment Law Decisions Affecting Law Enforcement Management”</b><br/>Jonathan Downes, attorney, Zashin &amp; Rich Co. LPA<br/><i>Facilitator: Chief Debra Brewer, CLEE Portsmouth PD</i></p> <p>This session reviews recent court decisions and legislation from the past year that impact police officers and civil personnel management. 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.</p> |
| <p><b>Tower 402</b><br/><b>Massey Meeting Room</b><br/>3<sup>rd</sup> Floor</p>       | <p><b>“Criminal Asset Forfeiture Funds: Role and Responsibility of Law Enforcement”</b><br/>James Coyne, Director of Regional Liaisons, Auditors’ office<br/><i>Facilitator: Chief Nick Shearer, CLEE Kent PD</i></p>  |
| <p>9:30 am</p>  | <p><b>Break</b></p>  |



## Monday, April 24 (cont.)

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| 9:45 am   | <b>Session V – Breakout Sessions</b>   |
| <b>Tower 401<br/>Pierce</b>   | <b>“Proactive Initiatives for Diversity, Equity and Inclusion”</b><br>Dr. Renee Hill, Columbus State Community College PD<br><i>Facilitator: Chief Tiffany Inskeep, CLEE Hocking Community College PD</i>  |
| <b>Tower 402<br/>Pheoris West<br/>Meeting<br/>Room<br/>3<sup>rd</sup> Floor</b>   | <b>“Developments in Labor Matters, Unions and Collective Bargaining”</b><br>Jonathan Downes, attorney, Zashin & Rich Co. LPA<br><i>Facilitator: Chief Deputy David Wiseman, CLEE Delaware County Sheriff’s Office</i><br><br>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. |
| <b>Tower 402<br/>Massey<br/>Meeting<br/>Room<br/>3<sup>rd</sup> Floor</b>         | <b>“Criminal Law Updates”</b><br>Robert Meader, attorney, Objectively Reasonable<br><i>Facilitator: Chief Michael Harnishfeger, CLEE, Ada PD</i><br><br>This popular and highly informative session will review the latest state and federal criminal law updates that directly impact law enforcement’s responsibilities. Both relevant tort and statute laws will be presented.  |
| 11:15 am<br><b>Tower 402<br/>4<sup>th</sup> Floor<br/>Kojo Kamau<br/>Ballroom</b> | <b>Lunch buffet</b> (Buffet will be served in the Kojo Kamau ballroom on the fourth floor of the new Tower: 402) ( <u>Note: Lunch break is 45 minutes.</u> )   |



## Monday, April 24 (cont.)

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| <b>Tower 401</b><br><b>1:30 to 5:00 pm</b><br>Lower Level<br>Bellows and Burkhart<br>Ballrooms | <b>Exhibitor Showcase</b><br><br>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. |
| <b>500 pm</b>  | <b>Dinner on your own</b>   |



## Tuesday, April 25 (all events in Tower 401)

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| <b>7:00 am</b><br>Lower Level:<br>Bellows Ballroom | <b>Breakfast buffet</b> – Buffet will be served in the Bellows Ballroom   |
| <b>8:30 am</b><br>Lower Level:<br>Bellows Ballroom | <b>Session VII - General Session: Critical Incident Review</b><br>Presenter: Sgt. Jesse Borden, CIR<br>Facilitator: Chief Scott Hughes, CLEE Hamilton Twp. PD<br><br>Attendees will develop an understanding of the misunderstood limitations of video evidence and the inherent human factors associated with the investigations of officer-involved critical incidents. The course is designed to help leaders identify their own functionality and potentially damaging assumptions within the critical incident.<br><br><b>Understanding your role in the overall process</b> <ul style="list-style-type: none"><li>• Fostering awareness regarding the significance of video review and analysis, where a sworn officer is the involved</li><li>• Understanding the importance of the multiple layers of the review and analysis process to identify the "Why" an officer did what they did</li><li>• Video limitations as video relates to the officer's account of the critical incident, consideration of human factors and limitations</li><li>• Closing the Loop between Incidents and Organizational Learning</li><li>• Understanding the importance of human factors that often get overlooked</li></ul><br><b>Clarify and create a foundation to decide and defend:</b> <ul style="list-style-type: none"><li>• Understanding how human factors and scientific principles collide with video evidence</li><li>• Preventing a "Knee-jerk" reaction based on an emotional reaction to video evidence</li><li>• How a surface understanding of technical video evidence can change the viewer's perspective</li><li>• Monitoring the narrative related to the release of video evidence</li><li>• Establishing &amp; maintaining evidence-based policing, objective investigations &amp; accurate review and analyses of complex evidence</li></ul> |
| <b>10:00 am</b><br>Bellows Ballroom                | <b>Break</b>  |
| <b>10:15 am</b>                                    | <b>Critical Incident Review continued</b>   |
| <b>11:30 am</b><br>Bellows Ballroom                | <b>Raffle Drawings and Closing Comments</b><br>Chief Roy Mosley, II, CLEE, OACP Education Committee Chair   |



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*Mark your Calendars for next year's  
Chiefs' In-Service & Annual Conference  
April 29 – May 1, 2024*



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## ***Columbus Downtown Hilton***