



**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)**

<b>1:30 pm</b> Lower Level: Bellows Ballroom Foyer	<b>Conference Registration</b> <b>Hotel Check-in at the Hotel Lobby on the Lobby Level</b> (Note: sleeping rooms will be ready after 3 pm)
<b>2:30 pm</b> Lower Level: Bellows Ballroom	<b>Opening General Session I</b> <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> Bellows Ballroom	<b>Session II – “Emotional Survival for Law Enforcement Officers and their Families “</b> Dr. Kevin Gilmartin <i>Facilitator: Chief Roy Mosley, CLEE</i>
<b>6:20 pm</b> Bellows Ballroom	<i>Break</i>
<b>6:30 pm</b> Bellows Ballroom	<b>Banquet Dinner – Swearing in of the Board &amp; Special Awards</b> <b>Speaker: TBD</b>
<b>8:00 – 10:00 pm</b> Lower Level: Burkhart Ballroom	<b>Chiefs' Reception</b>



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

<p>6:45 am <b>Tower 402</b> 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 <b>Tower 401</b> Lobby Level: Pierce</p>	<p><b>Session IV - Breakout Sessions</b></p> <p><b>“Recruiting, Hiring, Retaining and Developing Peace Officers in the 21st Century”</b> Chief Chris Noga, Ret’d., and panelists:</p> <p>Dr. Patrick Oliver, Director of Criminal Justice, Cedarville University Dr. Larry Borodkin, VP of Public Sector Services, PRADCO Brian Butcher, Esq., President/CEO, Clemans Nelson &amp; Associates Monica Moll, Director of Public Safety, Ohio State University</p> <p><i>Facilitator: Chief Josef Freyhof, CLEE Russells Point PD</i></p> <p>The greatest crisis facing law enforcement today is not the rise in crime across the US, but the lack of qualified candidates willing to serve as peace officers. Many law enforcement executives believe that the hiring paradigm is impossible to change but progressive agencies are finding new ways to identify and develop recruits over an extended period instead of using the "test and hire" approach. In this workshop, a panel of experts who have knowledge and experience in the process of recruiting, hiring, developing, and retaining peace officers will share their ideas, concepts, strategies, best practices and successes that will guide workshop participants in identifying peace officer candidates who align with the policing philosophy of their communities. Additionally, the panel will discuss how to create an agency succession plan by developing the next generation of law enforcement leadership.</p> <p>The moderator will guide the panelists with a set of questions focusing on the topics of recruiting, hiring, and development of new peace officers.</p>
<p><b>Tower 402</b> <b>Pheoris West Meeting Room</b> 3<sup>rd</sup> Floor</p>	<p><b>“Employment Law Decisions Affecting Law Enforcement Management”</b> Jonathan Downes, attorney, Zashin &amp; Rich Co. LPA <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> <b>Massey Meeting Room</b> 3<sup>rd</sup> Floor</p>	<p><b>“Criminal Asset Forfeiture Funds: Role and Responsibility of Law Enforcement”</b> Keith Faber, Auditor of State Bob Hinkle, Asst Deputy, Auditor of State’s Office <i>Facilitator: Chief Nick Shearer, CLEE Kent PD</i></p>
<p>9:30 am</p>	<p><b>Break</b></p>



## Monday, April 24 (cont.)

9:45 am	<b>Session V – Breakout Sessions</b>
<b>Tower 401 Pierce</b>	<b>“Proactive Initiatives for Diversity, Equity and Inclusion”</b> Dr. Renee Hill, Columbus State Community College PD <i>Facilitator: Chief Tiffany Inskeep, CLEE Hocking Community College PD</i>
<b>Tower 402 Pheoris West Meeting Room 3<sup>rd</sup> Floor</b>	<b>“Developments in Labor Matters, Unions and Collective Bargaining”</b> Jonathan Downes, attorney, Zashin & Rich Co. LPA <i>Facilitator: Chief Deputy David Wiseman, CLEE Delaware County 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.
<b>Tower 402 Massey Meeting Room 3<sup>rd</sup> Floor</b>	<b>“Criminal Law Updates”</b> Robert Meader, attorney, Objectively Reasonable <i>Facilitator: Chief Michael Harnishfeger, CLEE, Ada PD</i>  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 <b>Tower 402 4<sup>th</sup> Floor Kojo Kamau 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.)

<p>12:00 pm</p> <p><b>Tower 401</b> <b>Lobby Level</b> <b>Pierce</b></p>	<p><b>Session VI – Breakout Sessions</b></p> <p><b>“Patrolling Chiefs Roundtable”</b> Facilitators:</p> <ul style="list-style-type: none"><li>• Chief Josef Freyhof, CLEE, Russells Point PD</li><li>• Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff</li></ul> <p>Over the last eleven years, the OACP has worked to initiate more specific conversations relating to Police Chiefs who divide their responsibilities between the administration and general patrol. Patrolling Chiefs have shared best practices, grant resources, and personnel issues, and discussed interactions with local law enforcement in the past. Participants have taken the first steps to build a network amongst similar size departments and explore common challenges such as recruitment, the mayor and council relationships, budget development, and much more. We are excited to offer this roundtable discussion and look forward to learning more about how the OACP and its committees can better serve Patrolling Chiefs once again.</p>
<p><b>Tower 402</b> <b>Phearis West Meeting Room</b> <b>3<sup>rd</sup> Floor</b></p>	<p><b>“Public Records Law and Crisis Communications”</b> Mark Weaver, attorney, Communications Counsel, Inc. Facilitator: Director James Willock, CLEE</p> <p>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 the latest ways for police departments to effectively utilize social media.</p>
<p><b>Tower 402</b> <b>Massey Meeting Room</b> <b>3<sup>rd</sup> Floor</b></p>	<p><b>“Amber Alerts Panel”</b> Chief John Majoy, CLEE Newburgh Heights PD Facilitator:</p>



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## Monday, April 24 (cont.)

<b>Tower 401</b> <b>1:30 to 5:00 pm</b> Lower Level Bellows and Burkhart Ballrooms	<b>Exhibitor Showcase</b>  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)

<b>7:00 am</b> Lower Level: Bellows Ballroom	<b>Breakfast buffet</b> – Buffet will be served in the Bellows Ballroom
<b>8:30 am</b> Lower Level: Bellows Ballroom	<b>Session VII - General Session: Critical Incident Review</b> Presenter: Sgt. Jesse Borden, CIR Facilitator: Chief Scott Hughes, CLEE Hamilton Twp. PD  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.  <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> <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> Bellows Ballroom	<b>Break</b>
<b>10:15 am</b>	<b>Critical Incident Review continued</b>
<b>11:30 am</b> Bellows Ballroom	<b>Raffle Drawings and Closing Comments</b> 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  
Columbus Downtown Hilton**