



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)

1:30 pm Lower Level: Bellows Ballroom Foyer	Conference Registration Hotel Check-in at the Hotel Lobby on the Lobby Level or via online pre-check in (Note: sleeping rooms will be ready after 3 pm)
2:30 pm Lower Level: Bellows Ballroom	Opening General Session I Presentation of the Colors <ul style="list-style-type: none">• Columbus Division of Police Honor Guard• Columbus Police and Fire Pipes and Drums• National Anthem Welcome <ul style="list-style-type: none">• Chief Roy Mosley, CLEE, Brimfield Twp. (Portage) PD, Education Committee Chair• Chief Charles Chandler, Westerville PD, OACP President OACP Annual Business Meeting
4:00 pm Bellows Ballroom	General Session II – “Emotional Survival for Law Enforcement Officers and their Families“ Dr. Kevin Gilmartin <i>Facilitator: Chief Roy Mosley, CLEE</i> This presentation will assist leaders to understand the short and long-term emotional effects of law enforcement work on their officers that can adversely affect both their personal and professional lives. The concept of <i>hypervigilance</i> will be explored, and how it can alter the initial enthusiasm and the desire to perform professionally in the law enforcement officer into increased negative cynicism, social distrust, and emotional isolation. The adverse result is the erosion of work performance, poor decision-making, and ultimately the deterioration of the officer’s overall quality of life. Dr. Gilmartin will offer effective strategies to achieve emotional survival, not just for the officer, but for their families as well, who are also deeply impacted. Through increased awareness and commitment to employ effective strategies, the law enforcement leader can achieve a department of officers and other employees who are committed and engaged in productive police work and service to their communities.
6:20 pm Bellows Ballroom	Break
6:30 pm Bellows Ballroom	Banquet Dinner – Swearing in of the Board & Special Awards Speaker: TBD
8:00 – 10:00 pm Lower Level: Burkhart Ballroom	Chiefs’ Reception



Monday, April 24

(Breakout sessions and meals in 402; Exhibitor Showcase in 401.

<p>6:45 am <u>Tower 402</u> 4th Floor</p>	<p>Breakfast Buffet (Buffet will be served in the Kojo Kamau ballroom on the fourth floor of the new Tower 402. Take the walkway over to the new tower and follow the signs.)</p>
<p>8:00 am <u>Tower 402</u> Pheoris West B-C Meeting Room 3rd Floor</p>	<p>Session IV - Breakout Sessions in Tower 402</p> <p>“Recruiting, Hiring, Retaining and Developing Peace Officers in the 21st Century” Chief Chris Noga, Ret’d., and panelists: Dr. Patrick Oliver, CLEE, Director of Criminal Justice, Cedarville University Dr. Larry Borodkin, VP of Public Sector Services, PRADCO Brian Butcher, Esq., President/CEO, Clemans Nelson & Associates Monica Moll, CLEE, Director of Public Safety, Ohio State University <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.</p> <p>In this session, 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>Tower 402 Pheoris West A Meeting Room 3rd Floor</p>	<p>“Employment Law Decisions Affecting Law Enforcement Management” Jonathan Downes, attorney, Zashin & 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>Tower 402 Massey Meeting Room 3rd Floor</p>	<p>“Visions on the Future of Law Enforcement Looking Through the Lens of Diversity, Equity, and Inclusion” Dr. Renee Hill, Columbus State Community College PD <i>Facilitator: Chief Tiffany Inskip, CLEE, Hocking Community College PD</i></p> <p>Dr. Hill will present the importance of holding everyone accountable, including ourselves, by engaging in a conversational dialogue about self-awareness, a willful mindset, emotional intelligence leading with a diversity, equity, and inclusion focus, and the need to have difficult conversations.</p> <p>She will share internal strategic engagement strategies that inform how law enforcement departments and agencies can engage internally, within the department or agency, and externally with the community at the leadership level.</p>



9:30 am

Break

Monday, April 24 (cont.)

9:45 am

Tower 402

Pheoris West B-C
Meeting Room
3rd Floor

Session V – Breakout Sessions in Tower 402

“Criminal Law Updates”

Robert Meader, attorney, Objectively Reasonable, LLC
Facilitator: Chief Michael Harnishfeger, CLEE, Ada PD

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.

Tower 402

Pheoris West A
Meeting Room
3rd Floor

“Developments in Labor Matters, Unions, and Collective Bargaining”

Jonathan Downes, attorney, Zashin & Rich Co. LPA
Facilitator: Chief Deputy David Wiseman, CLEE, Delaware County Sheriff’s Office

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.

Tower 402

Massey Meeting Room
3rd Floor

“Criminal Asset Forfeiture Funds: Role and Responsibility of Law Enforcement”

- Keith Faber, Auditor of State
 - Bob Hinkle, Asst Deputy, Auditor of State’s Office
- Facilitator: Chief Nick Shearer, CLEE, Kent PD*

State Auditor Faber and Asst. Deputy will present an in-depth review of Criminal Asset Forfeiture Funds under chapter 2981 of the Ohio Revised Code. They will focus on law enforcement’s role and responsibilities, and how the funds are to be used. The proper accounting practices will be explained. Plenty of time is planned for your questions.

11:15 am

Tower 402
4th Floor
Kojo Kamau
Ballroom

Lunch buffet (Buffet will be served in the Kojo Kamau ballroom on the fourth floor of the new Tower: 402)
(Note: Lunch break is 45 minutes.)



Monday, April 24 (cont.)

12:00 pm

Session VI – Breakout Sessions in Tower 402

Tower 402

Massey Meeting Room
3rd Floor

“Patrolling Chiefs Roundtable”

Facilitators:

- Chief Josef Freyhof, CLEE, Russells Point PD
- Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff

The OACP Patrolling Chiefs Committee has worked to initiate more specific conversations relating to Police Chiefs who divide their responsibilities between the administration and general patrol. The makeup of the committee includes police chiefs from villages, townships, and college campuses in all six districts across the State of Ohio. Patrolling Chiefs have shared best practices, grant resources, and personnel issues, and discussed a variety of new and old challenges we all face throughout our respective tenures.

Participants have taken steps to build a network amongst similar size departments and explore common challenges such as hiring and recruitment, governing body relationships, budget development, and much more. In 2022, the committee worked to provide model policies for operations and field training but more importantly worked with OCJS and Dr. Patrick Oliver to develop the first hiring and recruitment grant specifically indicated for small agencies. The committee provided direct and indirect training for members wishing to learn more about the grant and the grant writing process. 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.

Tower 402

Pheoris West A
Meeting Room
3rd Floor

“Public Records Law and Crisis Communications”

Mark Weaver, attorney, Communications Counsel, Inc.

Facilitator: Director James Willock, CLEE

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 an overview of the importance of managing effective crisis communications with the media and offer effective strategies.

Tower 402

Pheoris West B-C
Meeting Room
3rd Floor

“AMBER Alerts & Missing Person Investigations for Administrators”

- Chief John Majoy, CLEE, Newburgh Heights PD
- Devan Althen, Law Enforcement Liaison for the Cleveland Family Center for Missing Children and Adults
- Bill Boldin- Sr. Inspector, U. S. Marshals Missing Child Unit
- Alex Rutter, Supervisory Deputy US Marshals Service, Northern Ohio

This panel presentation will feature an overview of the Ohio AMBER Alert System and focus on readiness for administrators from the Northeast Ohio AMBER Alert Committee. Participants will receive instruction from the United States Marshal’s Service Missing Child Unit and their ability to aid local law enforcement. Students will also receive details from the Cleveland Family Center for Missing Children and Adults and the resources available to agencies.

Tower 401

1:30 to 5:00 pm
Lower Level
Bellows and Burkhart
Ballrooms

Exhibitor Showcase

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.



5:00 pm	Dinner on your own
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Tuesday, April 25 (all events in Tower 401)

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