



**OACP Chiefs' In-Service & Annual Conference**  
**Hilton Columbus Downtown (Towers 401 and 402)**  
**April 28 - 30, 2024**



**Sunday, April 28**  
**(all events in Tower 401)**

<p><b>1:30 pm</b> Lower Level: Bellows Ballroom Foyer</p>	<p><b>Conference Registration</b>  <b>Hotel Check-in at the Hotel Lobby on the Lobby Level or via online pre-check in</b>  <b>(Note: sleeping rooms will be ready after 3 pm)</b></p>
<p><b>2:30 pm</b> Lower Level: Bellows Ballroom</p>	<p><b>Opening General Session I</b></p> <p><b>Presentation of the Colors</b></p> <ul style="list-style-type: none"> <li>• Columbus Division of Police Honor Guard</li> <li>• Columbus Police and Fire Pipes and Drums</li> <li>• Ms. Regina Dudley, National Anthem</li> </ul> <p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>• Chief Roy Mosley, III, CLEE, Brimfield Twp. PD, Education Committee Chair</li> <li>• Chief John Wenzlick, CLEE, Ottawa Hills PD, OACP President</li> <li>• Chief Elaine Bryant, Columbus Division of Police</li> </ul>
<p><b>3:00 pm</b> Bellows Ballroom</p>	<p><b>General Session II – Captain Michael Abrashoff,</b>  <b>“It’s Your Ship: Achieving Breakthrough Performance”</b></p> <p><i>Facilitator: Chief Roy Mosley, III, CLEE</i></p> <p>“When Captain Abrashoff took command of the USS <i>Benfold</i>, morale was low, turnover was high and the ship’s performance ranked near the bottom of the Pacific Fleet. Just twelve months later <i>Benfold</i> was ranked #1 – using the very same crew. The lesson was clear – leadership matters and culture is everything. This inspiring talk is for every individual and organization looking for practical and usable ways to take organizational performance to new heights. In Mike’s case, he realized that before the ship’s performance could change, he had to change <i>his</i> leadership style. Mike worked to create a culture of trust and empower his crew to take charge and use ingenuity and initiative to improve every aspect of the way things were done. Top down leadership is dead, so when the crew would present a problem, Mike became famous for responding “What would YOU do? It’s YOUR ship!” Mike’s presentation leaves audiences with the tools and inspiration to accomplish big goals.”</p>
<p><b>4:30 pm</b> Bellows Ballroom</p>	<p><b>Break</b></p>
<p><b>4:45 pm</b> Bellows Ballroom</p>	<p><b>OACP Annual Business Meeting</b></p>
<p><b>6:15pm</b> Bellows Ballroom</p>	<p><b>Banquet Dinner Buffet– Swearing in of the Board &amp; Special Awards</b>  <b>Keynote Speaker: Attorney General Dave Yost</b></p>
<p><b>8:00 – 10:00 pm</b> Lower Level: Burkhardt Ballroom</p>	<p><b>Chiefs’ Reception</b>  <b>(sponsored by AXON, CODY Systems, Critical Response Group, Lexipol and ThePoliceApp.com)</b></p>



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<p>6:45 am  <u>Tower 402</u>  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 the escalator/elevator to the fourth floor. Follow the signs.)</p>
<p align="center">8:00 am – 9:30 am</p>	<p align="center"><b>Session III - Breakout Sessions in Tower 402</b>  (take the escalator/elevator down to the third floor)</p>
<p>8:00 am  <u>Tower 402</u>  Pheoris West B-C  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>8:00 am  <u>Tower 402</u>  Pheoris West A  3<sup>rd</sup> Floor</p>	<p><b>“Workplace Stress and Wellness”</b>  Dr. Kathleen Chard  Sgt. David Corlett (ret.)  <i>Facilitator: Chief Kali Williams, Northeast Ohio Medical University PD</i></p> <p>“Is your team prepared to take on the stress and trauma that comes with life today? Knowing the signs, causes and responses to stress can better prepare your team for the experiences they will undoubtedly have. Join Dave and Kate in this session let them prepare your team for the struggles and stresses ahead.”</p>
<p>8:00 am  <u>Tower 402</u>  Massey  3<sup>rd</sup> Floor</p>	<p><b>“Department Leadership Networking Session”</b></p> <p><i>This session is intended for any <b>non-chief level leadership</b> within their department. Come together to network with fellow leaders from across the state and discuss officer wellness, retention, recruitment, and more topics. Presenters will discuss leadership training, i.e., Police Executive Leadership College (PELC), Certified Law Enforcement Executive Program (CLEE), and FBI National Academy (FBINA). Keynote speaker Interim Chief Keith Hall, CLEE, Upper Arlington PD, will discuss his experience rising through the ranks, the effects that training played on his development and the process of interviewing for a police chief position.</i></p>
<p>9:30 am</p>	<p><b>Break</b></p>



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**Monday, April 29** (continued)  
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9:45 am – 11:15 am	<b>Session IV - Breakout Sessions in Tower 402</b>
<b>9:45 am</b> <b>Tower 402</b> Pheoris West B-C 3 <sup>rd</sup> Floor	<b>“Criminal Law Updates”</b> Robert Meader, attorney, Objectively Reasonable, LLC <i>Facilitator: Chief Scott Hughes, CLEE, Hamilton Twp. 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.
<b>9:45 am</b> <b>Tower 402</b> Pheoris West A 3 <sup>rd</sup> Floor	<b>“Public Records Law Updates”</b> Mark Weaver, attorney, Communications Counsel, Inc. <i>Facilitator: Director James Willock, CLEE, Kent State University</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 an overview of the importance of managing effective crisis communications with the media and offer effective strategies.
<b>9:45 am</b> <b>Tower 402</b> Massey 3 <sup>rd</sup> Floor	<b>“Marsy’s law—Recent Changes and Impact on Law Enforcement”</b> <b>Panel Presentation:</b> Carole Bevins, Ohio Attorney General’s Office Elizabeth Well, Legal Director, Ohio Crime Victims Assistance Center Louis Tobin, Executive Director, Ohio Prosecuting Attorneys Association  <i>Facilitator: Chief Josef Freyhof, CLEE Russells Point</i>  A panel of invited representatives from the prosecutor’s office and victim advocacy groups will discuss the recent changes to Marsy’s Law and its implications for law enforcement.
<b>11:15 am -12:00 noon</b> <b>Tower 402</b> Kojo Kamau Ballroom 4 <sup>th</sup> Floor	<b>Lunch Buffet</b> Buffet will be served in the <u>Kojo Kamau ballroom</u> on the fourth floor of the new Tower 402 Take the escalator/elevator up to the fourth floor <b>(Note: Lunch break is 45 minutes.)</b>



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**Monday, April 29** (continued)  
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<p align="center"><b>12:00 noon – 1:30 pm</b></p>	<p align="center"><b>Session V – Breakout Sessions in Tower 402</b>          (take escalator/elevator to the third floor)</p>
<p><b>12:00 noon</b>  <b>Tower 402</b>          Massey          3<sup>rd</sup> Floor</p>	<p><b>“Patrolling Chiefs Roundtable”</b>  <i>Facilitators:</i>  <i>Chief Josef Freyhof, CLEE, Russells Point PD</i>  <i>Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff</i></p> <p>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.</p> <p>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. 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>12:00 noon</b>  <b>Tower 402</b>          Pheoris West B-C          3<sup>rd</sup> Floor</p>	<p><b>“New Legalized Recreational Use Marijuana Law: Implications for Law Enforcement”</b>          Robert Meader, attorney, Objectively Reasonable, LLC  <i>Facilitator: Chief Scott Hughes, CLEE</i></p> <p>Attorney Bob Meader will review O.R.C. §3780 Adult Use Cannabis – Recreational Marijuana statute that was passed as Issue Two on November 7, 2024. The review will include legislative updates that occurred after the passage of the statute.</p>
<p><b>12:00 noon</b>  <b>Tower 402</b>          Pheoris West A          3<sup>rd</sup> Floor</p>	<p><b>“Developments in Labor Matters, Unions, and Collective Bargaining”</b>          Jonathan Downes, attorney, Zashin &amp; Rich Co. LPA  <i>Facilitator: Chief Deputy David Wiseman, CLEE, Delaware County Sheriff’s Office</i></p> <p>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.</p>
<p><b>1:30 to 5:00 pm</b>  <b>Tower 401</b>          Lower Level          Bellows and Burkhart          Ballrooms</p>	<p><b>Exhibitor Showcase</b>          (from the breakout sessions, take the escalator/elevator to the second floor; then sky bridge to tower 401. Then take the elevator to the lower level.)</p> <p>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.</p>



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**Tuesday, April 30**  
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<p><b>6:45 am</b> Lower Level: Bellows Ballroom</p>	<p><b>Breakfast buffet</b> – Buffet will be served in the Bellows Ballroom</p>
<p><b>8:00 am</b> Lower Level: Bellows Ballroom</p>	<p><b>Session VI - General Session:</b>  <b>Mental Health Response Program: Shaker Heights PD Initiative</b>          Chief Wayne Hudson          Commander Daniel Grispino, CLEE          Annette Amistadi MSW, LISW-S  <i>Facilitator: Chief John Majoy, CLEE Newburgh Heights PD</i></p> <p>“Crisis Intervention Teams (CIT) aim to bridge the gap between those experiencing a mental health crisis and the resources available to help. Police officers and paramedics are frequently called to address mental health crises.          The City of Shaker Heights acknowledged the need for an alternative to police response for those in mental health crisis and piloted the Mental Health Response within both the police and fire departments in January 2022. The current program is a partnership between the City of Shaker Heights and MetroHealth/Recovery Resources, a community mental health agency.</p> <p>The presentation will cover a brief history of why the MHRT program started and why it is important, the pilot program, where they are currently, where we are going with the expansion of the program....and how it can be replicated throughout Ohio.”</p>
<p><b>8:30 am</b> Lower Level: Bellows Ballroom</p>	<p><b>Session VII - General Session:</b>  <b><u>“No Excuses” Break Through Fear and Adversity to Play a Bigger Game in Business and Life</u></b>          Captain David Atkins (ret.) founder, No Excuses: Breakthrough Fear and Adversity  <i>Facilitator: Chief Josef Freyhof, CLEE, Russells Point PD</i></p> <p>“Have you noticed fear, adversity, mindset and excuses, to name a few, are often the difference makers for those that are truly successful and those that aren’t? We all face them each and every day, but a select few know how to overcome them. So how do you overcome these obstacles that we all face every single day both personally and professionally? You teach your organization a model that speaks to their inner core, mindset and thought process to break through these barriers.</p> <p><b>The P3 Framework - Your Personal Perseverance Project:</b></p> <p><b>1) Having a Vision</b>  <i>Often, we think about what we truly want to achieve but we must have the Vision within ourselves, to live it, to breathe it, to read it and to focus on it so everything we do is in alignment with making our Vision become a reality.</i></p> <p><b>2) Our Mindset</b>  <i>If our mindset isn’t strong, we will constantly let life’s circumstances dictate how we respond. But when we flip that upside down, we learn that we cannot control what happens to us but we can control how we react. A positive focused Mindset is the most powerful tool for one’s success.</i></p> <p><b>3) Sense of Urgency</b>  <i>We often talk about the things we are going to do and accomplish. We talk about starting “tomorrow” or “someday.” It’s the start that stops most people. But the fact is tomorrow not guaranteed and success is never convenient. It will never be the perfect time to start. It’s about creating it.</i></p>

<b>9:30 am</b> Bellows Ballroom	<b>Break and Raffle Drawings</b>
<b>9:45 am – 11:00 am</b> Bellows Ballroom	<b>Continuation of session</b>
<b>11:00 am</b> Bellows Ballroom	<b>Final Evaluations and Closing Comments</b> Chief Roy Mosley, III CLEE, OACP Education Committee Chair