



**OACP Chiefs In-Service & Annual Conference**  
**Hilton Columbus Downtown**  
**April 27 - 29, 2025**



**Sunday, April 27**  
**(Sunday's Events are in Tower 401)**

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| <p><b>1:30 pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Bellows Ballroom Foyer</p>       | <p><b>Conference Registration</b><br/> Check in for lodging on the lobby level or online on the Hilton app<br/> (Note: sleeping rooms will be ready after 3 pm)</p>   |
| <p><b>2:30 pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Bellows Ballroom</p>             | <p><b>Opening General Session</b><br/> <b>Presentation of the Colors</b></p> <ul style="list-style-type: none"> <li>Columbus Division of Police Honor Guard</li> <li>Officer Devin Portis, Dayton PD, National Anthem</li> </ul> <p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>Chief Roy Mosley III, CLEE, Brimfield Twp. (Portage) PD, Education Committee Chair</li> <li>Deputy Chief Mark Denner, Columbus Division of Police</li> <li>Chief Kurt Althouse, Vandalia PD, OACP President</li> </ul>  |
| <p><b>3:00 pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Bellows Ballroom</p>             | <p><b>OACP Annual Business Meeting</b></p>  |
| <p><b>4:15 pm</b></p>  | <p><b>Break</b></p>   |
| <p><b>4:30pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Bellows Ballroom</p>              | <p><b>General Session – Balancing Innovation and Ethics: The Role of Artificial Intelligence (AI) in Contemporary Law Enforcement</b><br/> Presenter: Chief Michael Ranali (ret.)<br/> Facilitator: Chief Roy Mosley III, CLEE, Brimfield Twp. PD</p> <p><i>Artificial intelligence (AI) offers transformative possibilities for law enforcement, from streamlining administrative tasks to improving operational efficiency. Key applications include predictive policing, facial recognition, gunshot detection systems, digital evidence management, document and video redaction, and automated report writing. While AI excels at processing large datasets and enhancing accuracy, its limitations — including susceptibility to bias and the potential for errors — necessitate human oversight.</i></p> <p><i>Police leaders must ensure AI systems are used ethically by providing robust oversight and clear communication about their applications. By prioritizing ethical considerations and keeping humans at the center of decision-making, law enforcement can navigate the complexities of AI while fostering public confidence and achieving operational improvements. The challenges facing leaders in this ever-changing and expanding area will be discussed with an overview of the latest developments and trends.</i></p> |
| <p><b>6:00 pm</b></p>  | <p><b>Break</b></p>   |
| <p><b>6:15 pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Bellows Ballroom</p>             | <p><b>Inauguration &amp; Awards Banquet Dinner</b><br/> Keynote Speaker: Coach Tom Ryan, Head Wrestling Coach, The Ohio State University<br/> Banquet Sponsor: Peregrine<br/> Award Sponsor: ThePoliceApp.com</p>   |
| <p><b>8:00 pm – 10:00 pm</b><br/> <b>Tower 401</b><br/> Lower Level<br/> Burkhart Ballroom</p> | <p><b>Chiefs Reception</b><br/> Sponsors: Axon, Critical Response Group, Flock Safety, Lexipol, Peregrine, The PoliceApp</p>  |



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**(Breakout sessions and meals are in Tower 402,  
 Exhibitor Showcase is in Tower 401)**

|  |   |
|--|---|
| <p><b>6:45 am</b><br/> <b>Tower 402</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau ballroom</p> | <p><b>Breakfast Buffet</b><br/>         Buffet will be served in the <b>Kojo Kamau ballroom on the fourth floor of the new Tower 402</b><br/>         (Take the walkway over to the new tower and the escalator/elevator to the fourth floor. Follow the signs.)</p>  |
| <p align="center"><b>8:00 am – 9:30 am</b></p>   | <p align="center"><b>Breakout Sessions in Tower 402</b><br/>         (Take the escalator/elevator down to the third floor)</p>  |
| <p><b>8:00 am</b><br/> <b>Tower 402</b><br/>         3<sup>rd</sup> Floor<br/>         Pheoris West B-C</p>    | <p><b>Employment Law Decisions Affecting Law Enforcement Management</b><br/>         Jonathan Downes, Esq., Zashin &amp; Rich Co. LPA<br/> <i>Facilitator: Chief John Majoy, CLEE, Newburgh Heights PD</i></p> <p><i>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 applications are emphasized. Changes to the rules suggested where advisable.</i></p>  |
| <p><b>8:00 am</b><br/> <b>Tower 402</b><br/>         3<sup>rd</sup> Floor<br/>         Pheoris West A</p>      | <p><b>Weathering the Unthinkable: Leadership Challenges Following a Line of Duty Death</b><br/>         Chief Thomas Wells, CLEE, (ret.) Springdale PD<br/> <i>Facilitator: Chief Josef Freyhof, CLEE, Russells Point PD</i></p> <p><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.</i></p> <p><i>Chief Wells attended grief support, individual counseling, and partial hospitalization in the Help for Heroes 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.</i></p> <p><i>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.”</i></p> |
| <p><b>8:00 am</b><br/> <b>Tower 402</b><br/>         3<sup>rd</sup> Floor<br/>         Massey</p>              | <p><b>Department Leadership Networking Session</b><br/> <i>Moderator: Chief Robert Butler, Independence PD</i></p> <p><i>This informal session is intended for any <b>non-chief level leadership</b>. Come together to network with fellow leaders from across the state.</i></p>   |
| <p><b>9:30 am</b></p>  | <p><b>Break</b></p>   |



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**Monday, April 28** (continued)  
**(Breakout sessions and meals are in Tower 402,**  
**Exhibitor Showcase is in Tower 401)**

| 9:45 am – 11:15 am   | Breakout Sessions in Tower 402  |
|--|---|
| <b>9:45 am</b><br><b>Tower 402</b><br>3 <sup>rd</sup> Floor<br>Pheoris West B-C                  | <b>Criminal Law Updates</b><br>Robert Meader, Esq., Objectively Reasonable, LLC<br><i>Facilitator: Chief Dan Chafin, Wadsworth PD</i><br><br><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.</i>   |
| <b>9:45 am</b><br><b>Tower 402</b><br>3 <sup>rd</sup> Floor<br>Pheoris West A                    | <b>Developments in Labor Matters, Unions, and Collective Bargaining</b><br>Jonathan Downes, Esq., Zashin & Rich Co. LPA<br><i>Facilitator: Chief Nicholas Shearer, CLEE, Kent PD</i><br><br><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.</i>  |
| <b>9:45 am</b><br><b>Tower 402</b><br>3 <sup>rd</sup> Floor<br>Massey                            | <b>Beat the Burnout: Strategies for Your Agency and You</b><br>AK Dozanti, Lifesaver Wellness<br><i>Facilitator: Chief Kali Williams, Northeast Ohio Medical College PD</i><br><br><i>The session is designed to help law enforcement leaders, officers, and civilian staff alike to better understand chronic stress and the effects of trauma. Participants will learn how to detect warning signs of burnout as well as other mental health conditions, and suicidality in themselves as well as colleagues, learn practical application of scientifically backed modalities for stress management and balancing the nervous system, and receive additional information and resources on avenues of continued personal wellness.</i> |
| <b>11:15 am - 12:00 noon</b><br><b>Tower 402</b><br>4 <sup>th</sup> Floor<br>Kojo Kamau Ballroom | <b>Lunch Buffet</b><br>Buffet will be served in the Kojo Kamau ballroom on the <u>fourth floor of Tower 402</u><br>Take the escalator/elevator up to the fourth floor<br><br><b>(Note: Lunch break is 45 minutes.)</b>  |



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**Monday, April 28** (continued)  
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| 12:00 noon – 1:30 pm  | Breakout Sessions in Tower 402  |
|---|---|
| <p><b>12:00 noon</b><br/> <b>Tower 402</b><br/>           3<sup>rd</sup> Floor<br/>           Massey</p>                        | <p><b>Patrolling Chiefs Roundtable</b><br/> <i>Facilitators:</i><br/>           Chief Josef Freyhof, CLEE, Russells Point PD<br/>           Chief Tom Vaughn, (ret.) Millersburg PD/OACP staff</p> <p><i>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.</i></p> <p><i>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.</i></p> <p><i>Join us for a special guest presentation by the Ohio Highway Patrol and learn more about the pilot program for testing drug impaired drivers. We will talk about the benefits of oral fluid over traditional blood and urine testing.</i></p> |
| <p><b>12:00 noon</b><br/> <b>Tower 402</b><br/>           3<sup>rd</sup> Floor<br/>           Pheoris West B-C</p>              | <p><b>Legally Confident, Tactically Confident for Leaders</b><br/>           Chief Scott Hughes, CLEE, Hamilton Twp. PD<br/>           Robert Meader, Esq., Objectively Reasonable, LLC<br/> <i>Facilitator: Chief Nicholas Shearer, CLEE, Kent PD</i></p> <p><i>Legally Confident, Tactically Confident for Leaders is a fun and interactive session that presents tactics and case law to prepare today's and tomorrow's law enforcement leaders. Presented by two accomplished leaders in Ohio law enforcement (Chief Scott Hughes &amp; Bob Meader, Esq.), this class highlights Use of Force Investigations, Civil Liability, Toxic Employees, Leading from the Front and Much More. Chief Hughes and Bob Meader have over forty-two years of combined law enforcement leadership in supervisory ranks with both large and medium size agencies.</i></p>   |
| <p><b>12:00 noon</b><br/> <b>Tower 402</b><br/>           3<sup>rd</sup> Floor<br/>           Pheoris West A</p>                | <p><b>Public Records Law Updates and Crisis Communication</b><br/>           Mark Weaver, Esq., Communications Counsel, Inc.<br/> <i>Facilitator: Deputy Chief Dave Wiseman, CLEE, Delaware County Sheriff's Office</i></p> <p><i>This session will provide an update 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.</i></p>   |
| <p><b>1:30 pm to 5:00 pm</b><br/> <b>Tower 401</b><br/>           Lower Level<br/>           Bellows and Burkhart Ballrooms</p> | <p><b>Exhibitor Showcase</b><br/>           (From the breakout sessions on the 3<sup>rd</sup> floor of Tower 402, take the escalator/elevator to the second floor; then sky bridge to Tower 401. Then take the elevator to the lower level.)</p> <p><i>One hundred-sixteen 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.</i></p>  |



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**Tuesday, April 29**  
**(Tuesday's Events are in Tower 402, 4<sup>th</sup> Floor)**

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| <p><b>6:45 am</b><br/> <b>Tower 402</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau Ballroom</p> | <p><b>Breakfast buffet</b> – Buffet will be served in the Kojo Kamau Ballroom</p>  |
| <p><b>8:00 am</b><br/> <b>Tower 402</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau Ballroom</p> | <p><b>General Session: Creating and Maintaining the High Reliability Organization</b><br/>         Gordon Graham, Graham Research Consultants and Lexipol<br/> <i>Facilitator: Chief Scott Hughes, CLEE, Hamilton Twp. (Warren) PD</i></p> <p><i>Following timely opening comments regarding the current goings on in American Law Enforcement, Gordon will introduce the audience to the HRO concept – and how it applies to law enforcement operations in Ohio. He will approach this topic by using the “Rules of Admiral Hyman Rickover” – the father of the US Nuclear Navy.</i></p> <p><i>These rules – continuous improvement, quality people, solid supervision, respecting risk, constant and rigorous training, a robust audit function, and continuous learning worked well for the high-risk operations involved in Nuclear Navy operations – and these rules will work for your law enforcement agency. He will then break down each of these “rules” and how they apply to your specific law enforcement agency – and provide “strategic hints for your consideration” to assist you in building your own HRO.</i></p> <p><i>In this program, Gordon will show you how to recognize, prioritize and mobilize by identifying issues that historically have caused “similarly situated agencies” problems.</i><br/> <i>By the end of the program, the attendee will be able to:</i></p> <ol style="list-style-type: none"> <li>1. <i>Identify potential problems lying in wait in his/her respective agency.</i></li> <li>2. <i>Develop some control measures to address these problems.</i></li> <li>3. <i>Enhance the feedback loop to prevent future similar problems from occurring.</i></li> <li>4. <i>how to learn from the mistakes of “similarly situated” agencies.</i></li> <li>5. <i>Leave the program with an expanded level of knowledge regarding “real” risk management and how it applies to law enforcement in Ohio.</i></li> </ol> |
| <p><b>9:30 am</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau Ballroom</p>                       | <p><b>Break and Raffle Drawings</b></p>  |
| <p><b>9:45 am</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau Ballroom</p>                       | <p><b>Continuation of General Session</b></p>  |
| <p><b>11:30 am</b><br/>         4<sup>th</sup> Floor<br/>         Kojo Kamau Ballroom</p>                      | <p><b>Final Evaluations and Closing Comments</b><br/>         Chief Roy Mosley III, CLEE, Brimfield Twp. PD, Education Committee Chair</p>   |

**Mark your Calendars for the**  
**2026 Chiefs In-Service & Annual Conference**  
**May 3 - 5, 2026**  
**Hilton Columbus Downtown**



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