

Advanced Course In Police Discipline

November 9-11, 2022

The Flamingo, Las Vegas

Registration Visit us at www.LRIS.com, email us at info@LRIS.com or call us at (503) 282-5440.

Fees Registration fees are \$850 per person; \$725 per person if three or more attend from the same organization. Registration fees include attendance, lunch on the first two days of the seminar, all seminar materials, and a hospitality reception on the first evening.

Cancellation Policy Reservations may be canceled up to ten days prior to the seminar with a full refund. Cancellations made within ten days are subject to a \$150 fee. Substitutions may be made at any time.

HOTEL INFORMATION

To make arrangements, use the link on the seminar tab at www.LRIS.com or call the hotel directly and request the group rate for this seminar. Reservations must be made by October 8, 2022. Reservations received after this date will be on a space-available basis only and at the prevailing rate.

The FLAMINGO

3555 Las Vegas Blvd. South
Las Vegas, NV 89109
(888)373-9855 Group Code: SFACP2

Room rates Tuesday through Thursday nights are \$79 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$129, so book early if you plan to stay over the weekend.

The LINQ

3535 Las Vegas Blvd. South
Las Vegas, NV 89109
(866)523-2781 Group Code: SQACP2

Room rates Tuesday through Thursday nights are \$59 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$99, so book early if you plan to stay over the weekend.

SEMINAR MATERIALS

Each attendee will receive a handbook containing extensive written materials pertaining to each of the subjects addressed.

P.O.S.T. CERTIFICATION

Peace Officer Standards and Training (P.O.S.T.) credits may be available on a state-by-state basis. If you would like information on your state, please contact Seminar Coordinator Claire Cowan at Claire@LRIS.com 30 days prior to the seminar.

CLE CERTIFICATION

LRIS has been approved as a CLE provider by the State Bar of California. This seminar qualifies for 12.5 hours of credit by the State Bar of California. If you require CLE from any other state, please contact Seminar Coordinator Claire Cowan at Claire@LRIS.com 30 days prior to the seminar.

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ADVANCED COURSE IN POLICE DISCIPLINE Las Vegas, Nevada November 9-11, 2022

A three-day seminar for all law enforcement agencies and labor organizations, personnel directors, and attorneys involved in public safety labor relations.

"This seminar was excellent. I learned important information that will help me in my daily work."

Teresa Taylor, WACOPS, Olympia, WA



ADVANCED COURSE IN POLICE DISCIPLINE INTERNAL AFFAIRS INVESTIGATIONS & CRITICAL INCIDENT RESPONSE



Updated
Agenda for
2022!

November 9-11, 2022
The Flamingo
Las Vegas, Nevada

"The content of the seminar was beyond what I expected. It was extremely well-prepared and presented. I especially liked the dual role presentations from both perspectives (labor and management)."

Chris Cox, Association of Professional Police Officers, Aurora, IL



3021 NE Broadway
Portland, OR 97232-1810
(503) 282-5440

www.LRIS.com • info@LRIS.com

Advanced Course In Police Discipline

AT A GLANCE

- » Political Pressures And The Disciplinary Process
- » Internal Affairs Investigations
- » Responding To Critical Incidents
- » Disciplinary Systems Around The Country
- » *Garrity, Weingarten, Brady, And Miranda*

WEDNESDAY, NOVEMBER 9, 2022

9:00 Introduction And Recent Developments In Public Safety Labor Issues

Recent developments from around the country in the area of public safety labor relations, including a review of pending or recent changes in state laws impacting police discipline, the standards for the use of force, and peace officer bills of rights.

- The national political discussion of police discipline, and the implications for the future.
- Police reform legislation, and how it can impact all public safety employees.
- Phones, flash drives, GPS trackers, and other electronic equipment.
- How the privacy rights of employees depend upon the circumstances.

Will Aitchison, Attorney at Law, Public Safety Labor Group, LLP; Executive Director, LRIS.

10:30 *Garrity, Weingarten, Brady, And Miranda*

- An officer's Fifth Amendment *Garrity* rights, when and how they apply in critical incidents and internal investigations, and the evolving law on the extent of immunity under *Garrity*.
 - The *Weingarten* right to representation in disciplinary interviews, how it can apply in settings as varied as drug testing, critical incidents, and witness interviews, and what happens if *Weingarten* rights are violated.
 - The ever-changing law on the rule in *Brady v. Maryland* and how it applies to police disciplinary records. How officers get on and get off *Brady* lists; whether being placed on a *Brady* list necessarily results in termination, and lawsuits by officers seeking to be removed from *Brady* lists.
 - How *Miranda* applies in the law enforcement workplace.
- Will Aitchison and Richard Poulson, Attorney at Law, Willig, Williams & Davidson.*

12:00 Lunch (Included in registration)

1:00 *Garrity, Weingarten, Brady, And Miranda* (Continued from the morning)

2:30 Just Cause For Discipline And Disciplinary Systems Around The Country

- How police officers went from being at-will employees to having meaningful job protections.
 - Civil service systems, police discipline boards, and arbitration of discipline.
 - The 12 requirements for just cause for discipline, including progressive discipline, consideration of mitigating circumstances, the implications of training, and proportionality of punishment.
 - The requirements for a thorough investigation and timely processing of complaints, and where and how more unusual disciplinary penalties such as demotion and transfer can be used.
 - The increase in challenges to the binding nature of arbitration decisions.
- Will Aitchison and Richard Poulson.*

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, NOVEMBER 10, 2022

9:00 Advanced Internal Affairs Investigations

- From complaint intake and triage to misconduct investigation and case dispositions, this presentation highlights and spotlights critical issues and offers recommendations for best practices and problem solving.
- Case law review and legal issues.
 - Selection and training of IA personnel.
 - Complaint handling and triaging.
 - Scene handling and evidence collection.
 - Recording and other documentation.
 - Complainant, non-employee, and employee interviews.
 - Investigative mindset, methods and style.
 - A dispositions and progressive discipline.
 - Administrative vs. criminal investigations.
 - Interaction with the media.

- Records management and confidentiality.
- Human factors and stress responses.
- Early warning systems.
- Tips on liability prevention.
- Creating an SOP for Internal Affairs

Randy Means, Attorney at Law, Randy Means & Associates, LLC.

12:00 Lunch (Included in registration)

1:00 Advanced Internal Affairs Investigations (Continued from the morning)

4:00 Adjournment

FRIDAY, NOVEMBER 11, 2022

8:30 Best Practices For Unions Responding To Critical Incidents

- Preparation for the response, including member education, "advice of rights" cards, and cell phone apps.
- How *Garrity, Weingarten* and *Brady* factor into a union's critical incident response.
- Legal defense plans. Ensuring that responding attorneys are qualified and provided with the employer's policies and protocols for critical incidents.
- The key roles a union can and should play at the scene of the incident, including interfacing with lawyers, investigators, and the chain of command, assisting in or supplementing the employer's media communications, ensuring that the emotional and physical needs of involved officers are met, and representation of witness officers.
- Video issues, including pre-statement review.
- Whether to insist that statements be compelled.
- Weighing in on the duration and conditions of administrative leave.

Anil Karia, Attorney at Law, Public Safety Labor Group, LLP; and Richard Poulson.

11:30 Adjournment

What Attendees Of Our Last Advanced Course In Police Discipline Seminar Had To Say:

- » "Solid agenda with relevant topics. Presenters were extremely knowledgeable and insightful." Jeff Carpenter, Peoria Police Department, AZ
- » "The seminar overall was very good as it focused on issues that are 'hot button' matters at the moment. Continuing to push the issues of *Garrity, Weingarten*, and *Brady* are critically important as these rulings are being challenged constantly in our profession." Sherrice Carpenter, Prince George's County FOP Lodge 89, MD
- » "The content and speakers were great. All presenters very obviously had 'been there, done that' experience." Mike Fendall, Monroe Police Department, LA
- » "Great seminar. The speakers were really engaging and they were well-versed in their topics." Edward Yoon, LAPPL, CA
- » "I enjoyed the cross-section of attendees, opinions and wide variety of policies and practices. The seminar highlighted areas in which our policies and practices could be improved." Bart Hinkle, Chief of Police, Valdez Police Department, AK