

Advanced Course In Police Discipline

November 8-10, 2023

The Flamingo, Las Vegas

Registration At www.LRIS.com/DLV23 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/DLV23 or call the hotel directly and request the group rate for this seminar. Reservations must be made by October 7, 2023. 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: SFADV3

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: SQADV3

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.

PRSRT STD
US POSTAGE
PAID
PORTLAND OR
PERMIT NO. 262

ADVANCED COURSE IN POLICE DISCIPLINE

Las Vegas, Nevada
November 8-10, 2023

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
2023!

November 8-10, 2023
The Flamingo
Las Vegas, Nevada

"Another excellent conference with great speakers who are clearly subject matter experts. I would highly recommend to any and all law enforcement officers."

Jason Camacho, Bend Police Association, Oregon



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
- » Case Studies In Just Cause
- » Disciplinary Systems Around The Country
- » *Garrity, Weingarten, Brady, And Miranda*

WEDNESDAY, NOVEMBER 8, 2023

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

Recent developments from around the country in public safety labor relations, including:

- Review of recent wage and benefit settlements/trends in public safety agencies.
- The impact of inflation and recruiting/retention challenges on public safety bargaining.
- The impact of evolving public attitudes toward policing and the related impact on all public safety employees.
- The increased use of artificial intelligence in law enforcement agencies and related risks to officer privacy and disciplinary protections.
- Cell phones, flash drives, GPS trackers, and other electronic equipment – the privacy rights of public safety employees.

*Anil Karia, Attorney at Law, Public Safety Labor Group, LLP;
Assistant Executive Director, LRIS.*

11:00 Development Of Modern Police Disciplinary Systems

- How police officers went from being at-will employees to having meaningful job protections.
- Development of statutory Civil Service systems and related tenure protections.
- Development of police collective bargaining rights and application to disciplinary matters.
- Collective bargaining issues related to police discipline: disciplinary standards, codes of conduct, the discipline matrix, disciplinary procedures and the use of technology.
- The impact of arbitration of police discipline and legal standards governing challenges to arbitration decisions.
- Statutory attacks on police disciplinary protections.
- Civilian oversight of police discipline.

Anil Karia.

12:00 Lunch (Included in registration)

1:00 Anatomy Of A Police Discipline Matter: Case Studies In Just Cause

- A point-counterpoint discussion featuring management and labor perspectives on the requirements for just cause for discipline, including progressive discipline, consideration of mitigating circumstances, the implications of training, and proportionality of punishment.
- Management and labor attorneys apply just-cause standards to actual of police discipline cases, providing differing perspectives on how to assess, prepare and present discipline cases.
- How politics and the media can play a significant role in police discipline cases.

*Ben Albrecht, Attorney at Law, Fishel Downey Albrecht & Riepenhoff LLP; and
Anil Karia.*

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, NOVEMBER 9, 2023

9:00 Advanced Disciplinary Investigations And Internal Hearings

From complaint intake and triage to misconduct investigation and case dispositions, this presentation highlights and spotlights critical issues and offers point-counterpoint discussion featuring management and labor perspectives on the following:

- Complaint handling and triaging.
- Member education, “advice of rights” cards, and cell phone apps.
- Scene handling and evidence collection.
- Recording and other documentation.
- Complainant, non-employee, and employee interviews.
- Investigative mindset, methods and style.
- IA dispositions and progressive discipline.
- Administrative vs. criminal investigations.
- Tips on liability prevention.

*Christopher Boyle, Chris Boyle Law Enforcement Consulting, LLC; and
John McGrody, Vice President, FOP Lodge 5, Philadelphia.*

12:00 Lunch (Included in registration)

1:00 Constitutional Protections For Officers (*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.
- How *Miranda* applies in the law enforcement workplace.

*Richard Poulson, Attorney at Law, Willig, Williams & Davidson; Executive Director,
LRIS*

4:00 Adjournment

FRIDAY, NOVEMBER 10, 2023

8:30 Discipline For Social Media Use

- The evolving standards used to judge off-duty social media and other internet use by law enforcement officers.
- When are social media posts protected speech under the First Amendment, and how can protections for union activity give protections to comments made on the internet?
- Case study – the Plain View Project. Reviewing the impact of the Plain View Project on officer discipline and applying just cause principles using real case examples.
- Application of the just cause standard in the context of social media discipline; is it better to sue or to arbitrate?
- The need for clear employer policies on social media use and the obligation to bargain.

*Jessica Caggiano, Attorney at Law, Willig, Williams & Davidson; and
Thomas Gribbin, Attorney at Law, Willig, Williams & Davidson.*

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