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PERMIT NO. 1547

#### Seminar Goals (cont.):

6. To acquaint attendees regarding the interviewing techniques associated with internal investigations. The attendee will learn the differences in interviewing civilians, witness officers and subject officers. The attendee will also learn the difference between an interview and an interrogation.

7. To inform the attendees of union contract rights and Law Enforcement Officer Bill of Rights and their applicability to internal complaints/investigations.

8. To inform attendees about the constitutional limitations of taking compelled statements from public employees or regarding work-place searches in both the administrative and criminal settings and provide recommendations for agency policy/practices.

9. To acquaint the attendees with the Weingarten doctrine, regarding the right to union representation, and its applicability to speaking to employees about potential misconduct matters.

10. To acquaint the attendees about the benefits of Early Intervention Systems as well as other effective proactive measures that can reduce incidents of misconduct within their agencies.

11. To inform the attendees about their personal exposure and liabilities for failing to effectively manage and investigate their personnel.

12. To inform attendees about the legal considerations, particularly for supervisors/managers, when dealing with complaints of discrimination or sexual harassment.

13. To acquaint attendees with the seven profiles of criminal sexual misconduct involving law enforcement personnel and how to recognize and address this phenomenon.

**Note:** Casual/business type clothing will be permitted attire for training classes at the Cobb County Public Safety Training Center. Casual/business clothing consists of a collared shirt and slacks or khaki pants. Socks must be worn at all times. Shirts may have a logo above the left breast pocket area, but no lewd or vulgar writing.



**Public Agency Training Council**

5235 Decatur Blvd  
Indianapolis, Indiana 46241

Phone: 1-800-365-0119

Fax: 317-821-5096

Email: [questions@patc.com](mailto:questions@patc.com)

Visit us on the Web at:

[www.patc.com](http://www.patc.com)

March 12, 13 & 14, 2019 • Marietta, GA (Atlanta, GA)

# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice

Public Safety Continuing Education

Sponsored By:

## Cobb County Police Academy

Marietta, Georgia

This course has been recognized by the Georgia Peace Officers Standards and Training Council for 20 Hours Training Credit for Georgia Peace Officers

### Training Seminar

# Investigating Citizen Complaints & Officer Misconduct for Supervisors

Instructor:

**Richard E. Lober, J.D., C.I.G.A.**

Richard Lober specializes in training for law enforcement officers, correctional officers and investigators for government agencies. Until his retirement in May 2010, Richard Lober was the Inspector General for Florida's Department of Environmental Protection, which had over 4,000 employees. The Inspector General had independent authority concerning all matters relating to the investigation and review of misconduct, fraud, waste, misuse/abuse and mismanagement of the agency's resources. The Office of the Inspector General became one of the first offices in the Florida to be awarded accreditation for meeting the high standards in conducting investigations as established by the Commission on Florida Accreditation. Mr. Lober was also the Agency Head of Florida's Medicaid Fraud Control Unit – Office of the Attorney General. This 232 person law enforcement agency had statewide responsibility for criminal and civil enforcement of healthcare fraud & patient abuse.

Mr. Lober has served as the Chief Inspector of the Office of Executive Investigations for the Florida Department of Law Enforcement (FDLE). This office, which reported directly to the FDLE Commissioner, handled Governor Ordered investigations, high profile public corruption cases, internal investigations and background investigations of Governor Appointees. Mr. Lober was also an Assistant General Counsel with FDLE and held several other positions with the agency. Prior to joining FDLE, Attorney Lober was General Labor Counsel for the Miami-Dade County Police Benevolent Association and was a prosecutor in the Miami-Dade State Attorney's Office. His law enforcement career, which began in 1974, included six years as a deputy/sergeant with the Miami-Dade Police Department.

Mr. Lober received his Juris Doctorate in 1983 from Western New England School of Law and began his legal career as a prosecutor with the Miami-Dade State Attorney's Office. He also has a Bachelor of Arts Degree in Public Administration. In 2010, Mr. Lober became a Certified Inspector General Auditor, which was awarded by the Association of Inspectors General. From 2001 – 2003, Mr. Lober served as the Charter President for the Florida Internal Affairs Investigators Association. He is an honorary member of that Association as well as the Miami-Dade County PBA. He also served on the Executive Committee of the Florida Association of Inspectors General.

Mr. Lober has been a guest lecturer for numerous criminal justice agencies and associations and has written several published articles. He has also developed numerous training programs and served as adjunct faculty for the Florida Department of Law Enforcement's Executive Institute, the Southern Police Institute, the I.A.C.P., the Florida Inspectors General Institute and the Regional Community Policing Institute at St. Petersburg College.

**March 12, 13 & 14, 2019**

Marietta, Georgia  
(Atlanta, Georgia)

Register On-Line At: [www.patc.com](http://www.patc.com)

# Investigating Citizen Complaints & Officer Misconduct for Supervisors

## Course Objectives:

Each law enforcement agency is responsible for having an effective and professional process for investigations of complaints made against its officers and employees. Supervisors assigned to investigate such must insure that all internal investigations are handled in a prompt, fair & impartial manner. The public, the accused officer and Agency Leadership expect supervisors/ investigators to effectively deal with performance and/or misconduct incidents. Misconduct investigations are unlike most other investigations and require a fact-finding approach and transparency in order to retain the public's confidence and trust. A police agency must demonstrate to the public and its members that only the highest ethical standards of law enforcement will be practiced by the agency and that the investigation of complaints follow established professional standards. Immediate and proper intervention of potential employee performance or misconduct incidents, at the appropriate level, serves to promote morale within the agency and promotes interaction and support of the community.

## Seminar Goals:

1. Attendees will learn the importance of ethical standards for persons assigned to conduct internal investigations of its officers and core values associated with the proper handling of all internal investigations.
2. Attendees will learn about the impact of internal investigations on officers' conduct and ethical decision-making.
3. Attendees will learn the differences between performance matters and serious misconduct and the supervisor's role in handling such incidents.
4. To inform the attendees of the importance of an open, unbiased and responsive complaint intake process and their impact on the process.
5. To define the different types of reviews involving internal reviews of alleged misconduct (complaint review, inquiry, investigation) and achieve the objectives of personnel investigations.

## Seminar Agenda Investigating Citizen Complaints & Officer Misconduct for Supervisors

March 12, 13 & 14, 2019 • Marietta, GA (Atlanta, GA)

### Tuesday, March 12, 2019

- 8:00 a.m.– 8:30 a.m.     **Registration**
- 8:30 a.m.– 9:00 a.m.    Introductions and Ethics Scenarios
- 9:00 a.m.– 10:00 a.m.    Role of the Manager/Supervisor in Misconduct Investigations
- 10:00 a.m.– 12:00 p.m.   Citizen Complaint Intake
- 12:00 p.m.– 1:00 p.m.    **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.    Performance Matters & Basic Internal Investigative Steps
- 3:00 p.m.– 5:00 p.m.    Officer's Rights under Garrity" (administrative vs. criminal)

### Wednesday, March 13, 2019

- 8:00 a.m.– 10:00 a.m.    Union Contract Protections & Law Enforcement Officers' Rights
- 10:00 a.m.– 11:00 a.m.   Due Process Rights – Pre & Post Discipline
- 11:00 a.m.– 12:00 p.m.   Supervisor Liability (failure to supervise, investigate, train, etc.)
- 12:00 p.m.– 1:00 p.m.    **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.    Workplace Searches
- 3:00 p.m.– 5:00 p.m.    Social Media Misconduct

### Thursday, March 14, 2019

- 8:00 a.m.– 10:00 a.m.    Case Scenarios
- 10:00 a.m.– 11:30 a.m.   Sexual Misconduct & New Professional Guidelines
- 11:30 a.m.– 12:00 p.m.   Review
- 12:00 p.m.                 **Certificate Presentation**

Cut Along Dotted Line

## 3 Ways to Register for a Seminar!

1. **Register online** at [www.patc.com](http://www.patc.com) — Yellow link in upper left corner
2. **Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**
3. **Mail Form** to

Public Agency Training Council  
5235 Decatur Blvd  
Indianapolis, Indiana 46241

**\*NEW**

**Federal ID# 47-4078912**

**\*NEW**

\*\*\* Pre-payment is **not** required to register \*\*\*

Upon receiving your registration we will send an invoice to the department or agency.

Checks, Claim Forms, Purchase Orders should be made payable to:

**Public Agency Training Council**

If you have any questions please call  
**317-821-5085 (Indianapolis)**

**800-365-0119 (Outside Indianapolis)**



**Seminar Title:** Investigating Citizen Complaints & Officer Misconduct for Supervisors

**Instructor:** Richard Lober

**Seminar Location:** Cobb County DPS Training Center  
2109 Valor Drive  
Marietta, Georgia 30008

**When:** March 12, 13 & 14, 2019

**Registration Time:** 8:00 A.M. (March 12, 2019)

**Hotel Reservations:** La Quinta Inn & Suites Kennesaw  
560 Greers Chapel Drive Northwest  
Kennesaw, Georgia 30144  
1-770-514-7344  
\$99.00 Single or Double (plus tax)

**Registration Fee:** \$350.00 Includes Investigating Citizen Complaints & Officer Misconduct for Supervisors Course Material, Coffee Breaks and Certificate of Completion.

**Seminar ID  
#15909**

**Note:** To receive discount room rates, identify yourself with **Cobb County DPS Training**

**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

**Agency** \_\_\_\_\_

**Invoice To Attn:** \_\_\_\_\_  
(Must Be Completed)

**Address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Email** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_