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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.



Public Agency Training Council

5235 Decatur Blvd
Indianapolis, Indiana 46241

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Fax: 317-821-5096

Email: questions@patc.com

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www.patc.com

April 16, 17 & 18, 2019 • Clinton Township, Michigan

Public Agency Training Council

Mark Waterfill, President



National Criminal Justice

Public Safety Continuing Education

Sponsored By:

**Macomb Criminal Justice Training
Center-Public Service Institute**

Clinton Township, Michigan

This training has been registered with the Michigan Commission on Law Enforcement Standards for the use of P.A. 302 Funds

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.

April 16, 17 & 18, 2019
Clinton Township, Michigan
Register On-Line At: 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

April 16, 17 & 18, 2019 • Clinton Township, Michigan

Tuesday, April 16, 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, April 17, 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, April 18, 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 — 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: Macomb Criminal Justice Training Center-East Campus PSI
21901 Dunham Road
Clinton Township, Michigan 48036

When: April 16, 17 & 18, 2019

Registration Time: 8:00 A.M. (April 16, 2019)

Hotel Reservations: Holiday Inn Express
45555 Utica Park Blvd
Utica, Michigan 48315
1-586-803-0400
\$93.00 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
#16037**

Note: To receive discount room rates, identify yourself with **Group Code: C37**

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

Invoice To Attn: _____
(Must Be Completed)

Address _____

City _____ **State** _____ **Zip** _____

Email _____

Phone _____

Fax _____