

## About the course

## POLICE EXECUTIVE & ADMINISTRATIVE LEADERSHIP SCHOOL

This 15 day (3 week) Police Executive and Administrative Leadership School (PEALS) addresses the need for intensive management curriculum that is cost effective. The PEALS school is designed to enhance the operational and conceptual leadership skills of current and future “top dogs” within the law enforcement community. The training program is designed to combine substantive lecture presentations with practical exercises and problem solving project work to confront the issues critical to law enforcement managers and executives. Each student is eligible to earn 8 undergraduate college semester credit hours from Cleveland State University.

## About the Topics:

- **Human Resource Management Issues** (14 hrs) – an overview of labor relations/grievance handling, discipline, Garrity & Weingarten rules, contract negotiations and the HRM function
- **Administrative Law Issues for Police** (2 hrs) – review of FLSA, ADA, ADEA, FMLA, Harassment, Discrimination, Pregnancy discrimination
- **Administrative Investigations/Internal Affairs** (8 hrs) – how to conduct administrative investigations, lesson learned, management and labor issues, the internal affairs function
- **Managing and Motivating a diverse employee population** (8 hrs) – motivational techniques to obtain the best and most productive employee, generation differences
- **Community Policing** (8 hrs) – study of the evolution of community oriented policing and problem solving philosophies, the need to change from traditional police responses to crime and disorder to strategies that emphasize community partnerships, an examination of case studies
- **Core Values and Character Based Education** (6 hrs) – foundations of performance in today's police agency using training cognitive states, improvement through character based education & values
- **CALEA Review and Preview** (2 hrs) – certification process, benefits, detriments & financial concerns
- **Training and Organizational Viability** (5 hrs) – thorough analysis of the training function and the management of the training function, legal considerations, links between the training function and the strategic management of the organization
- **Career Planning for a Successful Retirement** (3 hrs) – benefits provided by the OPFDPF, other financial planning tools and considerations, life after the badge
- **Civil Liability Issues and Racial Profiling** (16 hrs) – key concepts in civil liability with a focus on common areas for lawsuits to include use of force, police pursuit, search & seizure, arrest, fail to train, sexual harassment, & racial profiling (biased based policing); case law decisions
- **Law Enforcement in the 21<sup>st</sup> Century** (16 hrs) – design and implementation of strategic plans, budgetary implications, executive's role in project management, organizational change and developing an organizational environment in which change can incubate and develop, recognizing changes in societal and cultural expectations of law enforcement and proactively implementing programs to accommodate those changes within the organization, project work
- **Leadership and Ethics** (16 hrs) – ethical and integrity issues affecting law enforcement, history of corruption, methods to prevent or detect corruption, ethical decision making, leadership styles, characteristics of effective leaders, developing and implementing leadership teams, project work
- **How to Prepare for and participate in an Executive Assessment Center** (8 hrs) – the assessment center process, assessment center matrix, history of simulations, guidelines and ethical considerations, competing constituencies
- **Professional Media Relations** (8 hrs) – how to effectively and efficiently deal with the media during critical incidents or other situations, developing a proactive approach, practical exercises



## About the Instructors

### **INSTRUCTIONAL CADRE:**

*Over 180 years of combined law enforcement experience)*

#### **Richard A. Curtis**

B.S., M.B.A., former Director of the Graduate school – Franklin University; retired OSHP Lt. Colonel, Director – OSHP Retirement system

#### **Mike Dugan**

B.A., Retired Cleveland PD Commander; former Chief of Police - Independence PD, Notre Dame College Director of Security

#### **Jack Hall**

B.A., Captain Cleveland Metroparks Ranger Department; former Detective Bureau Commander

#### **Darryl L. Anderson**

B.A., M.P.A., Major – Retired OSHP Academy Commandant, NUTI instructor

#### **Richard Thomas**

B.S. Retired Chief of Police – North Ridgeville Police Dept., CLEE Graduate, OACP Assessor

#### **Dan Veloski**

B.S.; M.S. Captain Cleveland Metroparks Ranger Department; Patrol Commander

#### **Elayne M. Siegfried**

J.D. CPM; Attorney- Human Resources and Purchasing Director - City of Parma; Certified Public Manager

#### **William D. Healy**

B.G.S., M.S., Director – North Coast Polytechnic Institute, retired OSHP Staff Lt.



presents

# "PEALS"

**P** ...POLICE  
**E** ...EXECUTIVE  
**A** ...ADMINISTRATIVE  
**L** ...LEADERSHIP  
**S** ...SCHOOL

Hosted by:

**Parma  
Police Department**

PEALS 2013

*3 Week Training Seminar*

FEB 25 – MAR 1

MAR 25-29

APR 22-26

Approved for 8 College Semester Hours  
Cleveland State University

## REGISTRATION INFORMATION

Name \_\_\_\_\_

Agency \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_ Phone \_\_\_\_\_

FAX \_\_\_\_\_ e-mail \_\_\_\_\_

**Registration fee:  
\$1500.00**

Approved for 8 College Semester Hours  
Cleveland State University

Training Site:

**Parma Police Department  
5555 Powers Blvd.  
Parma, Ohio 44129**

### 4 WAYS TO REGISTER:

On Line: [www.ncpi-ohio.com](http://www.ncpi-ohio.com)

Mail: Northcoast Polytechnic Institute  
Attn: William D. Healy, Director  
6688 Steinbeck Court  
North Ridgeville, Ohio 44039  
Phone (440) 353-0796

e-mail: [info@ncpi-ohio.com](mailto:info@ncpi-ohio.com)

Fax: (440) 353-0797

FOR OFFICE USE ONLY  
School No \_\_\_\_\_ School: "PEALS"  
Dates: Feb 25-Mar 1; Mar 25-29; Apr 22-26

For further training information:  
[www.ncpi-ohio.com](http://www.ncpi-ohio.com)

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