

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 21st 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 200 years of combined law enforcement experience)

Richard A. Curtis

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

Mike Dugan

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

Toby Smith

B.A., Enrolled in Master's Program; Retired OSHP Sergeant; OSHP Academy Supervisor

Patrick Nealon

B.A.. Retired Police Chief, Fairview Park Police Department, FBI NA graduate

Heidi A. Marshall

B.S., M.S., J.D. Attorney, Staff Lieutenant – Ohio State Highway Patrol HRM Section, former OSHP Academy supervisor

Michael L. Kilbane

B.S., M.S., Chief of Police – Independence Police Department, former Captain North Olmsted Police Department

Thomas Wetzel

AAS – Criminal Justice, Lieutenant–Beachwood Police Department, SWAT Commander

William D. Healy

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

REGISTRATION INFORMATION

Name _____
Agency _____
Address _____
City _____ State _____
Zip _____ Phone _____
FAX _____ e-mail _____

**Registration fee:
\$1800.00**

**Approved for 8 College Semester Hours
Cleveland State University**

Training Site:

**Irish American Club – Madison Room
8559 Jennings Road
Olmsted Township, Ohio 44138**

4 WAYS TO REGISTER:

On Line: www.ncpi-ohio.com

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

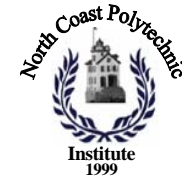
e-mail: info@ncpi-ohio.com

Fax: **(440) 353-0797**

FOR OFFICE USE ONLY
School No _____ School: "PEALS"
Dates: March 4-8, April 1-5 & May 6-10, 2019

**For further training information:
www.ncpi-ohio.com**

Northcoast Polytechnic Institute
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presents

"PEALS"

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

Hosted by:

**Olmsted Township
Police Department**

PEALS 2019

3 Week Training Seminar

MARCH 4-8, 2019

APRIL 1-5, 2019

MAY 6-10, 2019

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