

## 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 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

#### **John Majoy**

B.A.; M.S.; Chief of Police – Newburgh Heights Police Dept.; FBI NAGrad; CLEE certified; Adjunct Professor – Tiffin Univ & BGSU

#### **Michael L. Kilbane**

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

#### **Thomas Wetzel**

AAS – Criminal Justice, Chief of Police – Richmond Heights PD; former Lieutenant– Beachwood Police Department

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

B.G.S., M.S., Director – North Coast Polytechnic Institute, retired OSHP Staff Lt.: Southern Police Institute AOC Graduate

**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:**

Cleveland Metroparks Police Department  
4600 Valley Parkway  
Fairview Park, Ohio

**4 WAYS TO REGISTER:**

On Line: www.ncpi-ohio.com

Mail: North Coast 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 1-5, April 5-9, May 3-7, 2021

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



Northcoast Polytechnic Institute  
Attn: Mr. William D. Healy, Director  
6688 Steinbeck Court  
North Ridgeville, Oh 44039  
Phone: (440) 353-0796  
Fax (440) 353-0797  
e-mail: info@ncpi-ohio.com www.ncpi-ohio.com



presents

**PEALS**

**P ... POLICE**

**E ... EXECUTIVE**

**A ... ADMINISTRATIVE**

**L ... LEADERSHIP**

**S ... SCHOOL**

Hosted by:  
Cleveland Metroparks  
Police Department

**PEALS 2021**

**3 Week Training Seminar**

**MARCH 1-5, 2021**

**April 5-9, 2021**

**MAY 3-7, 2021**

Approved for 8 College Semester Hours  
Cleveland State University