

# The Michigan Association of Chiefs of Police

## 2018 Winter Conference Professional Development Sessions

### Lessons on Survival From the Wisconsin Sikh Massacre

**Lt. Brian Murphy (Ret.)**  
**Oak Grove Police Department, Wisconsin**

**KEYNOTE SESSION**  
Wednesday, February 7th  
9 am—12 pm

Lt. Brian Murphy (ret) wasn't even supposed to be working that Sunday morning. He had traded days with a sergeant who wanted to attend his son's graduation ceremony and he was looking forward to a quiet shift. He received a call around 10:20 a.m. about a disturbance at the local Sikh *gurdwara* (place of worship) and as he approached the scene, he learned that shots had been fired.

He arrived on the scene to discover two deceased victims lying on top of each other. He then noticed movement out of the corner of his eye. He pulled his firearm and as if working in unison Murphy and the shooter, Wade Michael Page, raised their pistols, pointed them at one another, and pulled their triggers at the same time. Murphy's shot missed the mark. Page's shot was spot on. Lt. Murphy was ultimately shot 15 times by Page. He survived the incident because of his will to live.

Murphy's inspirational story of survival includes lessons on responding to active shooter incidents, actual video footage of the response to the Sikh Temple shooting, insight into officer involved shootings, training officers to work in pain/stress situations, and mindset for supervisors.

He will also describe how to use the training acronym PREACH to assist officers in remaining calm in life-death encounters.

- P** - Pain, understanding it, how we react to it;
- R** - Repetitions in stress environments;
- E** - Evaluate and experience, help each officer to understand their own capabilities;
- A** - Acceptance of shortcomings and how to overcome them;
- C** - Coaching to build confidence and
- H** - Habit, how to induce pain tolerance to achieve maximum results in stressful situations.

Lt. Murphy has received numerous awards, including the Congressional Badge of Bravery and the Public Safety Medal of Valor. Today he administers the *Saves Program* for Armor Express, teaches in the federal *Valor Program*, and conducts presentations across the country on officer survival and resiliency.

# Collaborative Response Graphics: Cutting Edge Technology That Can Save Lives

**Frank Rodgers**  
**Critical Response Group**

If your department has an active shooter right now, how long would it take to locate your emergency action plan and get it out to your first responders? Imagine if you and every member of your department could have the emergency action plans for all the schools, businesses, and critical infrastructure in your jurisdiction instantly available to your dispatch center and even right on the smart phone in your pocket. Imagine if you looked at a plan on your phone and could see yourself and the other first responders on that plan in real time?

It is possible using the same planning technology adopted by the elite commandos of the United States Special Operations Command (SOCOM). Critical Response Group transforms lengthy text-based emergency action plans into a visual planning and response tool called a Collaborative Response Graphic (CRG™). With the addition of BAE Systems Xplorer server, first responders can locate and track each other in real time on their smart device utilizing this common reference graphic. Critical information can be documented, captured, and instantly disseminated to personnel actively engaged in emergency response.

This technology was demonstrated to the MACP Board of Directors and was so impressive that we are actively promoting it to our members. This is a must-see session where you will be able to view an actual CRG of a Michigan school and the limitless use of this technology.

## Protecting the Protectors Through Brain Chemistry Optimization

**Dr. Joel Robertson**  
**Robertson Research Institute**

For the past two years, Robertson Research Institute (RRI), a public charity focused on global health, research, development and education has examined the high risk and demands law enforcement officers are subjected to every day of their lives. The vast majority of officers do their job well, but it is often at the expense of their own mental and physical health and relationships. In early February 2016, RRI tested the model, which was previously used successfully within the corporate world, with law enforcement officers in a pilot study, called oP5, targeting three critical areas: officer health, performance, and relationship inhibitors (those characteristics that negatively impact each area). The initial pilot with 45 officers from Grand Rapids Police Department and Kent County Sheriff's Office was a great success and resulted in improvements in these three target areas. These improvements in lifestyle changes have the potential to enhance officers' health and relationships and improve split-second decisions. Grant opportunities will be available to bring this cutting-edge program to your department.

# Law Enforcement Risk Management

**Mark Nestor, AAI ,ARM, CWCP, LIC**  
**President, ICRMS**

**Michael L. Rhyner, ARM**  
**Executive Director, Michigan Municipal Risk Management Authority (MMRMA)**

This session addresses liability and risk management issues related to Michigan law enforcement.

Mr. Nestor will focus on “the good, the bad and the ugly” concerning law enforcement liability insurance policies. Insurance policy language can be confusing with respect to covered and non-covered events. He will provide insight into the evaluation of insurance coverage to protect law enforcement agencies from liability claims and lawsuits.

Mr. Rhyner will review the comprehensive coverage provided to over 150 Michigan law enforcement agencies by MMRMA. Partnering with the Michigan law enforcement community, MMRMA has developed programs and services to help agencies reduce the frequency and severity of loss. The MMRMA strategy focuses on training, member engagement through advisory committees, and direct financial support in the form of grants. He will also review the methods and procedures used by MMRMA to manage claims and litigation in support of law enforcement agencies, individual officers, and other employees.

## A Chief's Contract: Cover Your Assets!

**Tom McGraw, Gus Morris & Stacy Belisle**  
**McGraw Morris P.C.**

Many police executives fail to negotiate an employment contract when taking on a chief's position. This oversight could leave your position to the whims of others. Taught by one of the premier employment law firms in the state, this class will cover the various components that every police chief's employment contract should include, such as the appropriate length or term of the contract, whether the employment relationship will be at-will or just cause, proper components of a severance and release agreement, whether you should incorporate provisions of a collective bargaining agreement into the contract, and more. Included will be a review of actual good and bad contracts. This presentation will help ensure a smooth transition into the police chief position and put you in the driver's seat when negotiations take place.

# Call for Backup – Research on Police Suicide

**David R. Edwards, Chaplain**  
**Humanizing the Badge**

Watching out for the wellness of our officers continues to be the number one job of police leaders. A research study conducted by Humanizing the Badge earlier this year revealed some alarming truths about law enforcement officers and suicide. For example, at any given time, about 41% of our officers on the streets admit that they would consider suicide in response to certain conditions. As a result, Humanizing the Badge is launching the #CallForBackup Suicide Awareness and Prevention Campaign with the goal to raise awareness and ultimately reduce the number of law enforcement suicides by applying three basic principles. Learn the principles and take them back to your department to help look after your officers' wellbeing.

# FirstNet – It's Finally Here!

**Pamela Matelski, Director**  
**Michigan's Public Safety Broadband**

On August 3, 2017, Governor Snyder signed a Letter of Affirmation officially opting Michigan into FirstNet. What does Michigan's decision to "opt-in" to FirstNet's plan for building the Nationwide Public Safety Broadband Network really mean for your agency? The short answer is "a lot", and some services are now available to your agency today. Learn how you can take advantage of Priority and Preemption today. Also covered will be FirstNet's plan for the buildout of the network across the state; the types of devices that are available today and on the horizon; and, how the Application Store can help you keep your personnel informed and focused on the mission and not the technology.

# Michigan Medical Marihuana Laws: Is This What the Doctor Ordered?

**Kenneth Stecker**  
**PAAM**

This presentation is designed to provide law enforcement with a comprehensive update on legal issues associated with the Michigan Medical Marihuana Act (MMMA) and the Medical Marihuana Facilities Licensing Act (MMFLA). Topics will include recent changes to the medical marihuana laws. Additionally, Ken will cover firearm possession and the use or possession of marihuana, including the implications of allowing the possession of a firearm by one of your employees that obtains a medical marihuana card.

# IACP's "One Mind" Campaign: One Department's Experience

**Lt. Raymond Gagnon**

**Auburn Hills Police Department**

Auburn Hills Police Department recently became the first (and only) Michigan police agency to sign onto the IACP's "One Mind" Campaign. The "One Mind" Campaign strives to improve interactions between police officers and people affected by mental illness. The campaign is built on four promising practices:

1. Building and sustaining partnerships with one or more community mental health organizations.
2. Develop and implement a model policy addressing police response to persons affected by mental illness.
3. Train 100% of your agency's sworn staff and selected non-sworn staff in mental health first aid for Public Safety.
4. Train 20% of your agency's sworn staff and selected non-sworn staff in Crisis Intervention Team training.

The presentation will explain the steps necessary to achieve the four promising practices. You will be provided with information from a local police department's perspective on how this program can be integrated into your operations. By providing your officers with additional knowledge and resources, you will increase the likelihood of successful interactions with people in crisis.

## Operation Ghost Rider: You Can't See Us – But We See You!

**Jim Santilli, Chief Executive Officer**

**Transportation Improvement Association**

Distracted driving is dangerous, claiming 43 lives and causing 5,118 injuries in Michigan during 2016 alone. During that same year, 12,819 crashes involved a distracted driver. The statistics are believed to be much higher as distraction-related crashes are underreported.

To combat this problem, the Transportation Improvement Association (TIA) brought together a coalition of state, county, and local police agencies and launched Operation Ghost Rider. Under this unique program, an unmarked car with a law enforcement passenger drove the roads looking for a distracted driver. When one was spotted, a marked unit was called in to stop the vehicle. In one 10-hour period, 14 law enforcement officers conducted more than 150 traffic stops resulting in 133 citations, 48 warnings, and 3 arrests. Ghost Rider garnered a tremendous amount of positive publicity from the news media, including national coverage by the Wall Street Journal.

Attend this panel discussion to learn the blue print for emulating this successful roadway safety initiative. Also included will be information on how to obtain OHSP grant funding for this program and an update on HB 4466, which deals with distracted driving.

# The Role and Importance of Law Enforcement in Crime Victim Compensation

**Shalona Banks & Janine Washburn**  
**Departmental Specialist & Program Specialist**  
**State of Michigan**

Most law enforcement executives are unfamiliar with the programs available to assist the crime victims that our officers encounter. This training will ensure that you have a complete comprehensive understanding of what is and is not covered under the Crime Victim statute and the SAFE Response statute. Also covered will be what crimes are eligible for compensation and how to apply for that compensation. Learn all of the applicable documents that are required for making a compensation claim and how important it is for our Law Enforcement Officers to be involved with this process. Come away from this class with the knowledge that you will need to make sure that your department is doing all it can to help crime victims.

## It's Your Ship!

**Mike Abrashoff**  
**Former Commander**  
**USS Benfold**

**KEYNOTE SESSION**

**Friday, February 9th**  
**9:30 am—12:30 pm**

At the age of 36, Mike Abrashoff took command of the worst performing ship in the Navy's Pacific Fleet, the *USS Benfold*. At the time, he was the most junior commanding officer in the Pacific Fleet. The challenges aboard this underachieving destroyer were staggering, with extremely low morale and the highest turnover rate in the Navy. Twelve months later it was the best ship in the **entire** Navy... using the same crew. How? The transformation began with Abrashoff working to see the ship through the eyes of his crew and learning to lead differently.

Mike's New York Times best-selling book "*It's Your Ship*" details his system of beliefs that he calls the leadership roadmap: a process of re-imagining leadership and replacing "command and control" with "commitment and cohesion." By engaging the hearts, minds, and loyalties of his sailors, he achieved a level of operational success never before seen in the Navy.

We are extremely fortunate and proud to present Mike Abrashoff, as he brings his story of organizational change, innovation, leadership lessons, and breakthrough performance to our 2018 Winter Professional Development Conference. As a bonus, Mike will devote a good part of his time giving advice to and answering specific questions of those in attendance.

This presentation will take place Friday, February 9, 2018, from 0930 – 1230 hours, as part of the Winter Professional Development Conference. Because this is such a unique opportunity and important message, we are opening this session up to non-conference attendees and lowering the regular rate of \$130 down to only \$75!