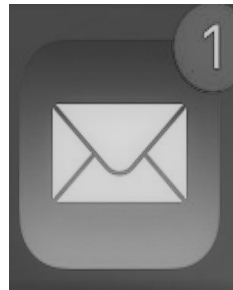


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Training Seminar

Investigating Citizen Complaints and Officer Misconduct for Supervisors

Instructor:
Steven Kellams

Steven Kellams retired from the Bloomington Police Department after 27 years of service. His last rank was as the Administrative Captain for the Bloomington Police Department. One of his major job functions as Administrative Captain was to serve as the departments Public Information Officer. Captain Kellams attended Indiana University from 1987 to 1991. In 1989, he graduated from the Indiana University Police Academy and worked as a part time officer for the Indiana University Police Department. In 1991, he was hired by the Bloomington Police Department and was assigned to night shift. During that time, he has been a breath-test operator, bike patrol officer, field training officer, and senior field training officer. Captain Kellams has also served as a Patrol Supervisor, Detective Supervisor, Civil Disturbance Unit Commander, Motor Unit Supervisor, Field Training Manager, Field Training Coordinator, Special Investigation Unit Supervisor, and Public Information Officer. In 2000, Captain Kellams was instrumental in redesigning the field training program for the Bloomington Police Department and has taught that program to hundreds of departments throughout the United States. He has also instructed on field training issues at the national level when he presented two courses at the 2002 National Association of Field Training Officers Conference. He also presented courses for NAFTO in 2008, 2010, and 2011. In 2000, he was elected state director for the Indiana Chapter of the National Association of Field Training Officers. He also served on the NAFTO National Executive Board and served as President of the board in 2009. Captain Kellams was awarded the Monroe County Officer of the Year Award in 2005 for his work with the Bloomington Police Department Field Training Program. Captain Kellams is a certified ILEA training instructor and teaches courses in Standardized Field Sobriety Tests, domestic violence, officer safety, firearms, and field training. Captain Kellams teaches a variety of courses for the Public Agency Training Council including a Managing the FTO Unit course. For more information go to www.ftosolutions.biz

February 22, 23 & 24, 2021

Topeka, Kansas

Register online at: www.patc.com

Investigating Citizen Complaints and Officer Misconduct for Supervisors

Course Objectives:

Law enforcement agencies across the United States are responsible for having an effective and professional process for investigating complaints made against its officers and to ensure that any misconduct by employees is dealt with appropriately. Often agencies will have officers specifically assigned to ensure professional standards of competence. These "Internal Affairs" or "Professional Standards" officers receive specific training on how to accomplish this task. However, with over half of the law enforcement agencies in the United States made up of fewer than 24 officers, many agencies lack the resources for these investigative specialists. Therefore, the duty of investigating these types of complaints is left to the shift supervisor. 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. An 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 positive interactions and support of the community.

Students will learn:

- The importance of ethical standards for persons assigned to conduct internal investigations and the core values associated with the proper handling of all internal investigations.
- About the impact of internal investigations on officer's conduct and ethical decision-making
- To identify the difference between performance issues, policy issues, and serious misconduct as well as the supervisor's role in handling such incidents
- The necessary steps regarding an internal investigation and relevant case law involving the interviews, investigations, and searches of employees

Seminar Agenda Investigating Citizen Complaints and Officer Misconduct for Supervisors

February 22, 23 & 24, 2021

February 22, 2021

- 8:00a.m.– 8:30a.m. **Registration**
- 8:30a.m.– 9:30a.m. Introduction
- 9:30a.m.– 12:00p.m. Role of the Manager/Supervisor
- 12:00p.m.—1:00p.m. **Lunch (On Your Own)**
- 1:00p.m.– 2:30p.m. Citizen Complaint Intake
- 2:30p.m.— 4:30p.m. Citizen's Complaint vs. Internal Complaint vs. Performance Issues

February 23, 2021

- 8:00a.m.– 9:30a.m. IA Investigation Steps
- 10:00a.m.—12:00p.m. Officers Rights and Legal Issues: Contract Protections
- 12:00p.m.– 1:00p.m. **Lunch (On Your Own)**
- 1:00p.m.– 2:30p.m. The Officer Interview
- 3:00p.m.—4:00p.m. Supervisor Liability Failure to supervise, investigate, train

February 24, 2021

- 8:00a.m.– 10:00a.m. Social Media Misconduct
- 10:00a.m.—12:00a.m. Sexual Misconduct
- 12:00a.m.– 12:30p.m. Closing Remarks
- 12:30p.m. **Certificate Presentation**

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

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***** Pre-payment is not required to register *****

Upon receiving your registration we will send an invoice to the department or agency.

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If you have any questions please call
317-821-5085 (Indianapolis)

800-365-0119 (Outside Indianapolis)



Seminar Title: Investigating Citizen Complaints and Officer Misconduct for Supervisors

Instructor: Steven Kellams

When: February 22, 23 & 24, 2021

Registration Time: 8:00 A.M. (February 22, 2021)

Seminar Location: Topeka Police Department Training Facility
2722 SW Topeka Blvd.
Topeka, KS 66611

Hotel Reservations: Ramada Downtown Topeka
420 Southeast 6th Ave
Topeka, KS 66607
1-785-234-5400

Registration Fee: \$350.00 Includes Investigating Citizen Complaints and Officer Misconduct for Supervisors Manual, Coffee Breaks and Certificate of Completion.

**Seminar ID
#17523**

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

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