

Reducing Risk through Law Enforcement Risk Specialist Training

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Law Enforcement Risk Management Specialist Training

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Founded in 1988, Local Government Risk Management Services (LGRMS) is a joint program of the self-insurance funds of ACCG and GMA. LGRMS provides a variety of loss prevention and loss control services to help local governments minimize their workers' compensation, liability, and property exposures that have the potential to cause losses.



LGRMS
RISK CONTROL
ACCG | GMA

- LGRMS can help you diminish the opportunities for lawsuits and increase your defensibility without compromising safety.
- Law Enforcement Risk Consultant can assist with:
 - Policy review
 - On-site Training
 - Driving Simulator
 - Recommendations
 - Legal Updates
 - Health & Wellness
 - Use of Force Simulator
 - Online Training
 - GACP Risk Reduction Certificate
 - Safety Grants
 - Risk Management Plan
 - Collision Profile
 - Law Enforcement Risk Specialist Program



LGRMS
RISK CONTROL
ACCG | GMA



- State Board of Pardons and Paroles 1998-2013
 - Adjunct / Academy Instructor
 - Specialty in Firearms, DT, and EVOC
 - Defensive Driving Instructor
 - Assistant Chief of the Macon Parole Office
 - Certification Manager
 - Force Science De-escalation Instructor
 - Force Science Use of Force Analyst
 - 2021 Graduate of Chief Executive Training Class
- Loss Control Field Representative since 2013
- Law Enforcement Risk Consultant
 - Bachelors Degree in CJ
 - Masters Degree in CJ



LGRMS
RISK CONTROL
ACCG | GMA



Law Enforcement Risk Specialist Training

- Modeled after our current and long-standing Safety Coordinator Program.
- Provides a point of contact withing each department for which to meet with yearly, develop yearly action plans, provide support with needed training, and assist with safety grants.
- Opens communication between loss control and law enforcement.



Settlements

Michael Brown
\$1.5 Million

Breonna Taylor
\$12 Million

Alton Sterling
\$4.5 Million

Philando Castille
\$3 Million and
Diamond Reynolds \$800,000

Eric Garner
\$5 Million

Tamir Rice
\$6 Million

Freddie Gray
\$6.4 Million
Baltimore paid \$3.5 Million
to business owners for
damages during the riots.

Daunte Wright
\$3.2 Million

Jamel Roberson
\$7.5 Million

Justine Daymond
\$20 Million

George Floyd
\$27 Million

Under the Microscope

01

Immediate judgement often only get at the proximate cause.

02

Public wants accountability, but firing or even prosecuting individual officer may not get at the root cause

03

The more you understand these concepts the more you can communicate them to the public.

Training Objectives



- Correctly identify, evaluate, and diminish departmental risk
- Takes a proactive approach to managing law enforcement risk
- Decreasing departmental liability and increasing professionalism
- Evaluation, review, and revise any current risk management strategies
- Integration of risk management principles and theories into daily operations
- Review frequency of exposure to risks and the severity of potential losses
- Explore new methods to tackle exposure of identified risks
- Strategies for reviewing policy, training, and supervision
- Creating agency specific system to continuously evaluate departmental risk.

dev·il's ad·vo·cate

noun

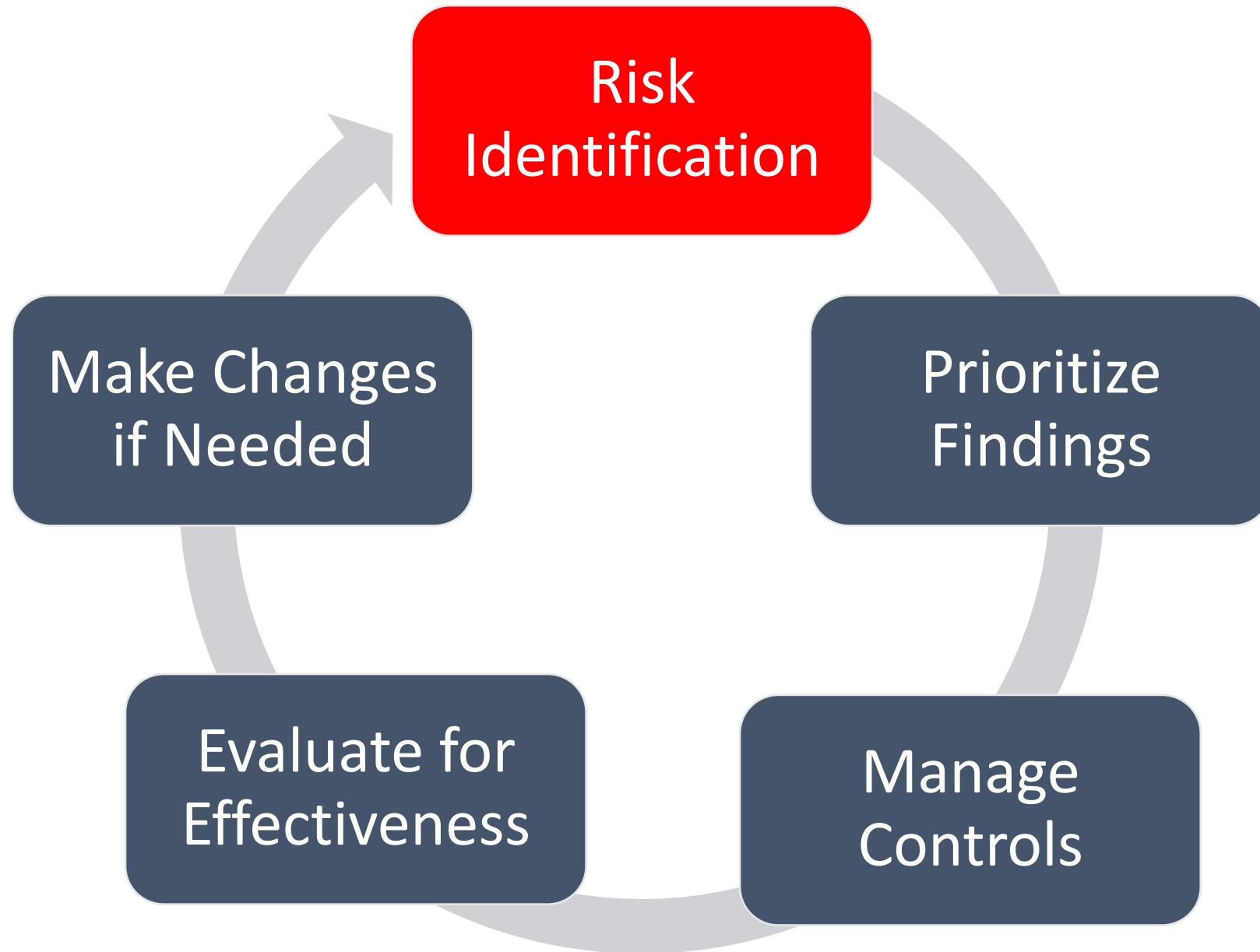
unpunctuated: devils advocate; noun: devil's advocate; plural noun: devil's advocates

1. a person who expresses a contentious opinion in order to provoke debate or test the strength of the opposing arguments.

Devil's Advocate



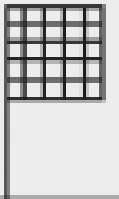
KRIEGSSPIEL





Optimism Bias

Your plan



Reality






Los Angeles, California

00:00:47:14 AM 12:53:00
00:04:10:07

Normalcy Bias





“If you don’t think it can
happen to you, your
wrong.”

Col. John Belmar

St. Louis County Police Department



Ferguson,
Missouri

Status Quo Bias

CS488464



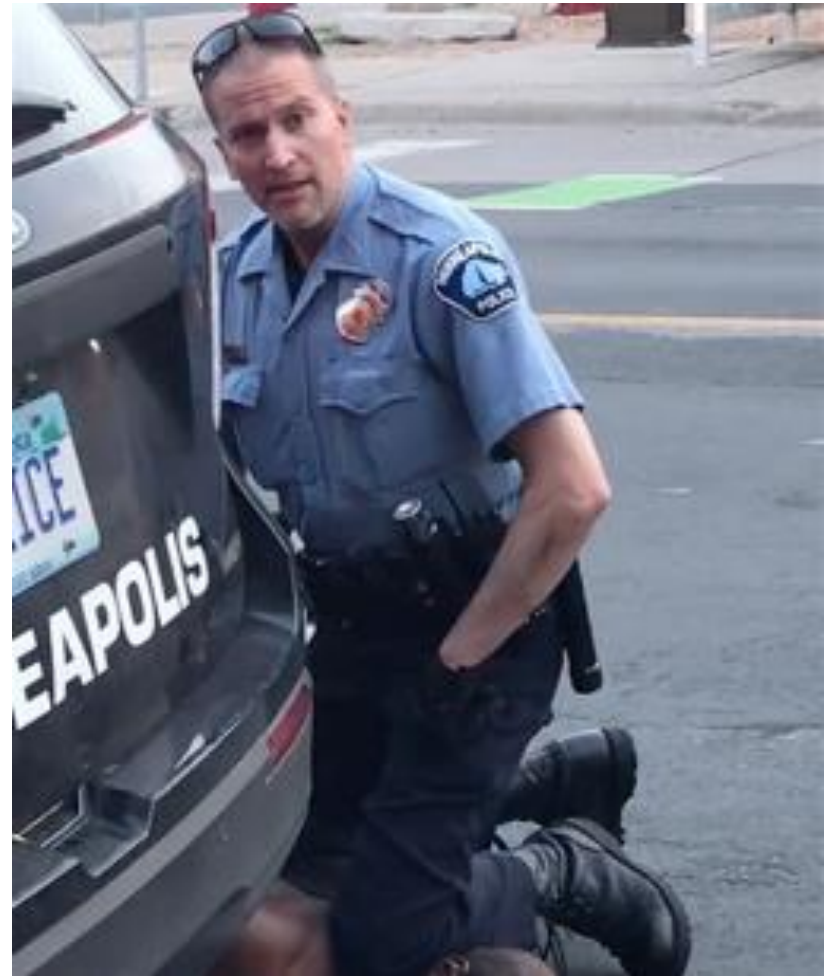
So it's agreed that we pursue radical change, as long as it doesn't impact upon current practices and policies.



David Smith

September 17th, 2010

George Floyd
May 25th, 2020



“The mark of a successful organization is not whether or not it has problems, but whether it has the same problems year after year.”

John Foster Dulles

Risk Identification

“Problems lying in wait”



Anatomy of a Lawsuit

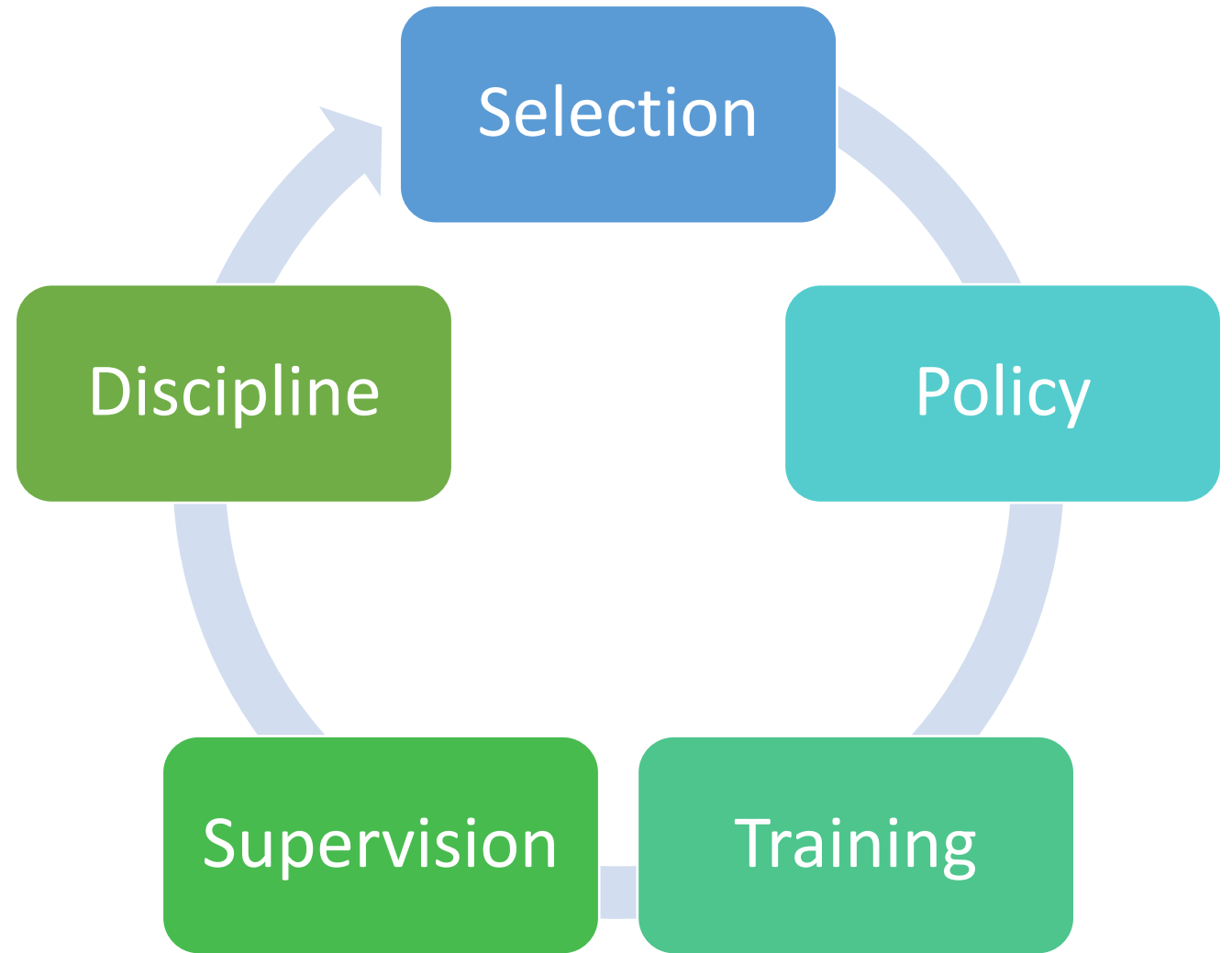


LEADER

NOUN

A POWERFUL PERSON WHO INFLUENCES
WHAT OTHER PEOPLE DO.

Five Layers of Success for Leading and Managing Law Enforcement





SELECTION

RECRUITING
BACKGROUND INVESTIGATION
ONBOARDING



POLICY

PROPER DESIGN
IMPLEMENTATION
DISTRIBUTION



TRAINING

EVERYDAY
NOT JUST CLASSROOM
12 HRCT



SUPERVISION

GATEKEEPERS
QUALITY CONTROL
TRAINERS
COUNSELORS



DISCIPLINE

COMPLAINTS
PATTERNS
AUDITS

Avoiding Negligent Supervision and Retention

Operations

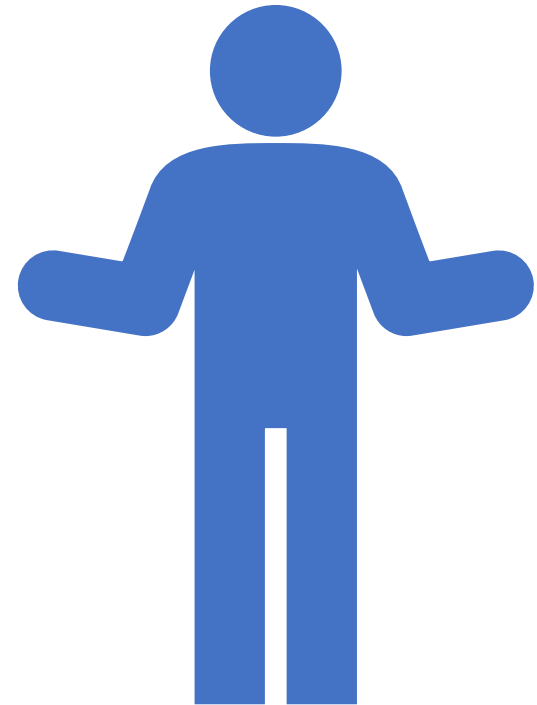
- Policy violations – Documented Discipline
- Misconduct – Documented Discipline
- Discipline – Must be progressive and encourage employees to improve their performance

Supervisory Controls

- Investigate complaints and incidents
- Discipline/Discharge where appropriate
- Document, document, document.

Supervision

- Inspect what you expect! When you ratify officer's behavior, your customs override policy.
 - No more fingers crossed
 - If it's not in writing, it didn't happen
 - Departmental customs are subjective and open to interpretation.
 - If you have a policy and are not disciplining people for the violation of that policy, throw it out. This creates more liability for your department.

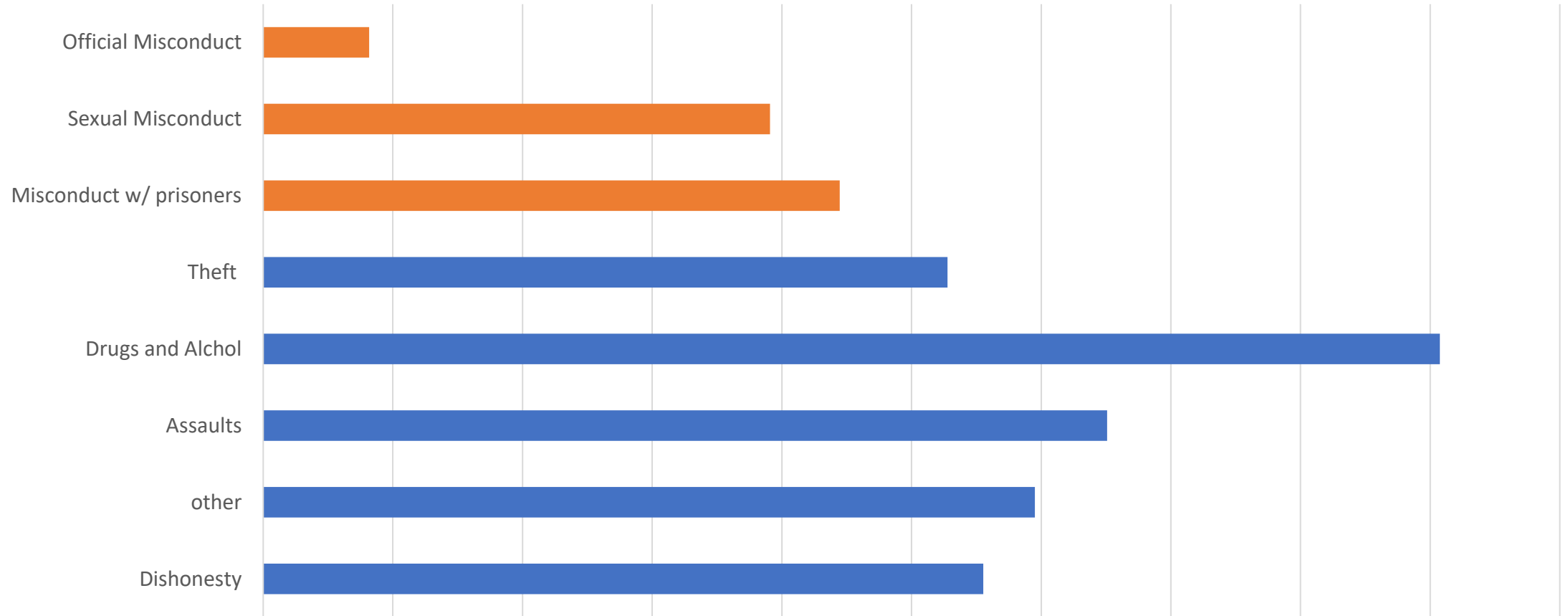




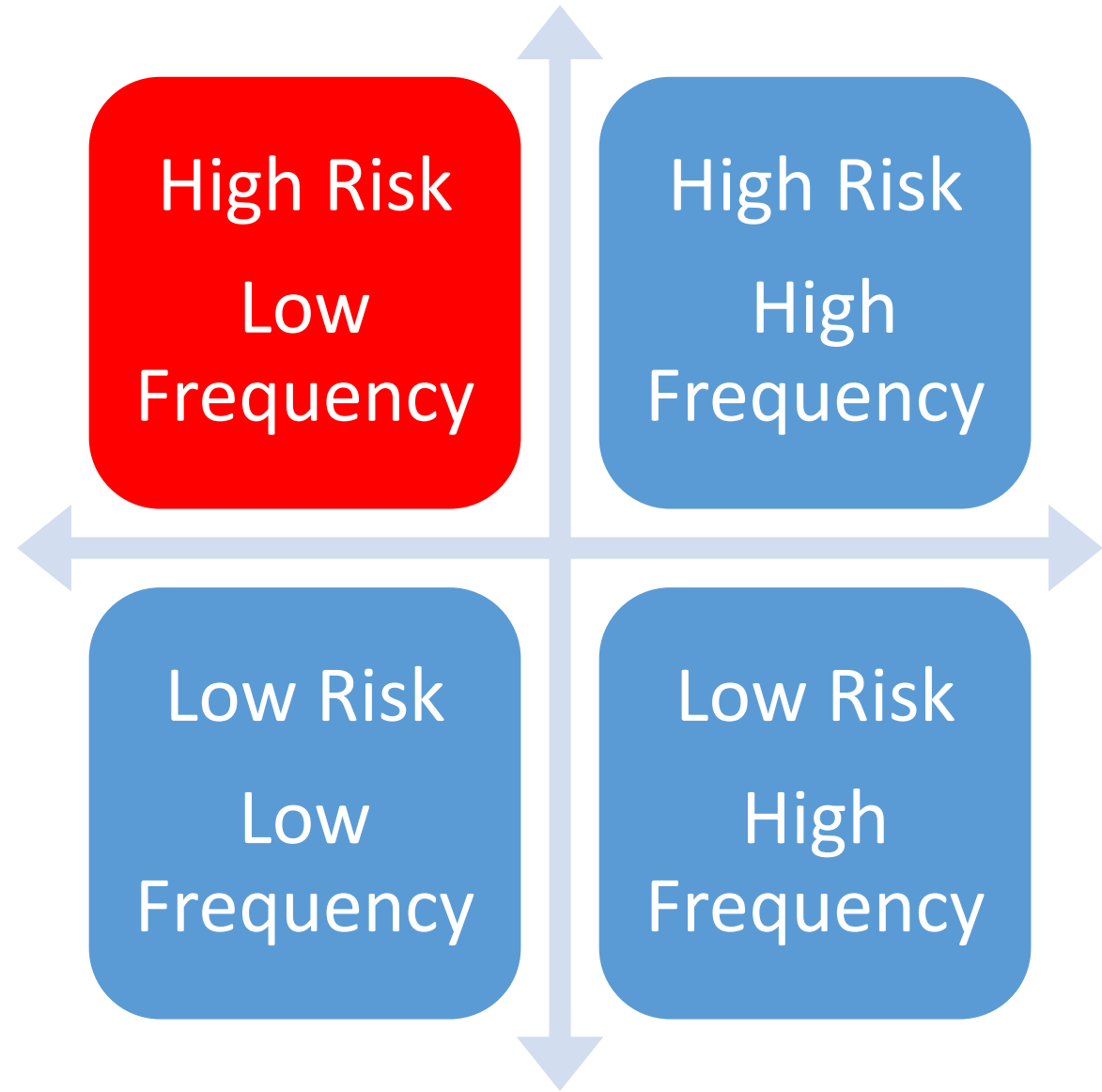
Discipline

- Probably the most common misconception of discipline is in terms of punishment.
- It is designed to change behaviors so that employee's function as we think they should.
- Help the department function efficiently, professionally, and cost-effectively.
- Requires that employees understand boundaries and expectations.
- Measured consequences are consistently and fairly applied.
- Effective supervision and letting employees know your expectations.
- Take a “time out” moment before imposing significant discipline.
- Document! Document! Document!

Officer Misconduct

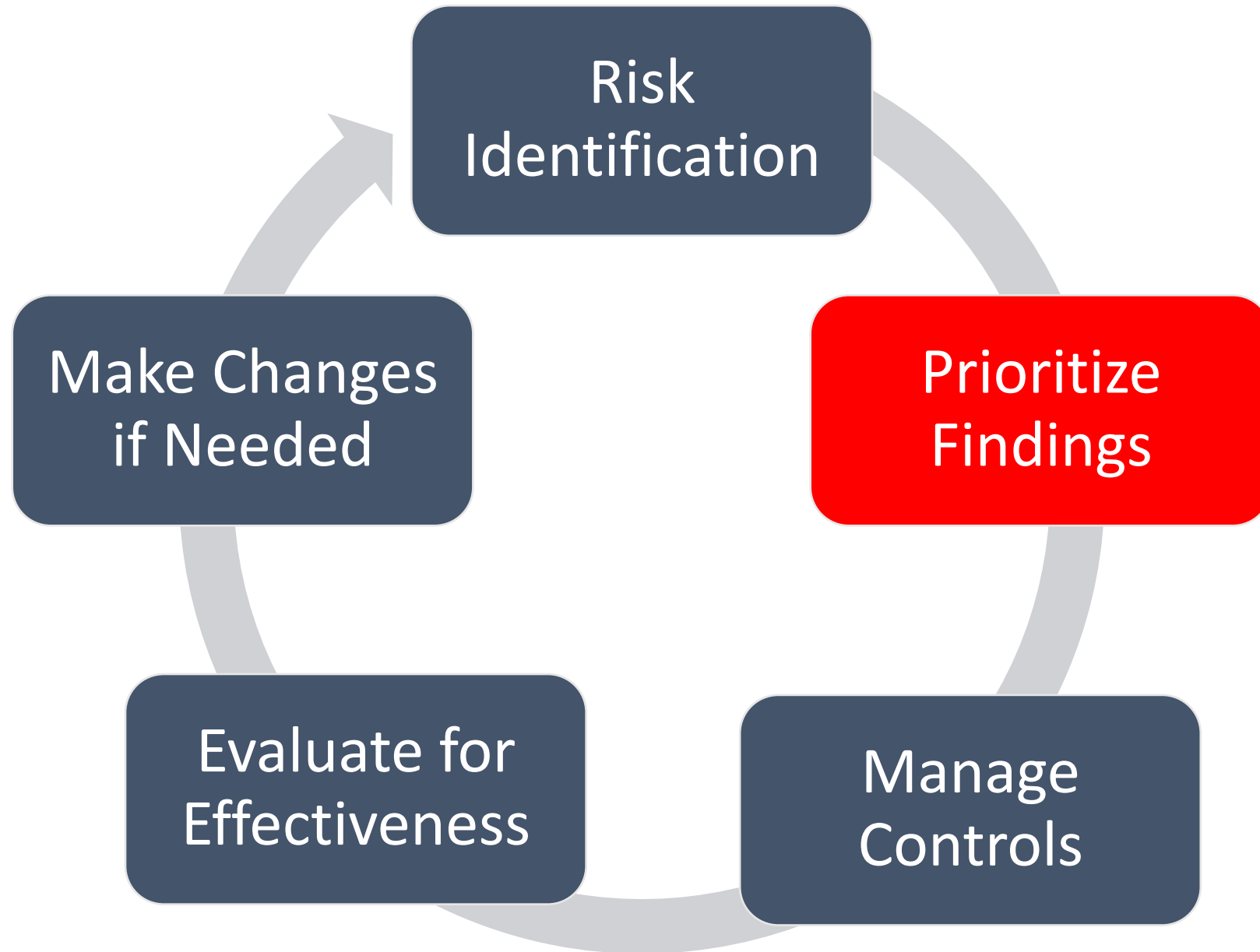


Risk – Frequency Analysis



First Amendment Auditors





Prioritize Findings

		<u>Impact</u>				
		Insignificant	Minor	Moderate	Serious	Catastrophic
<u>Likelihood</u>	Certain					
	Likely					
	Possible					
	Unlikely					
	Rare					

Likelihood and Agency Impact

- “If you don’t think it can happen to you, your wrong.”

Col. John Belmar



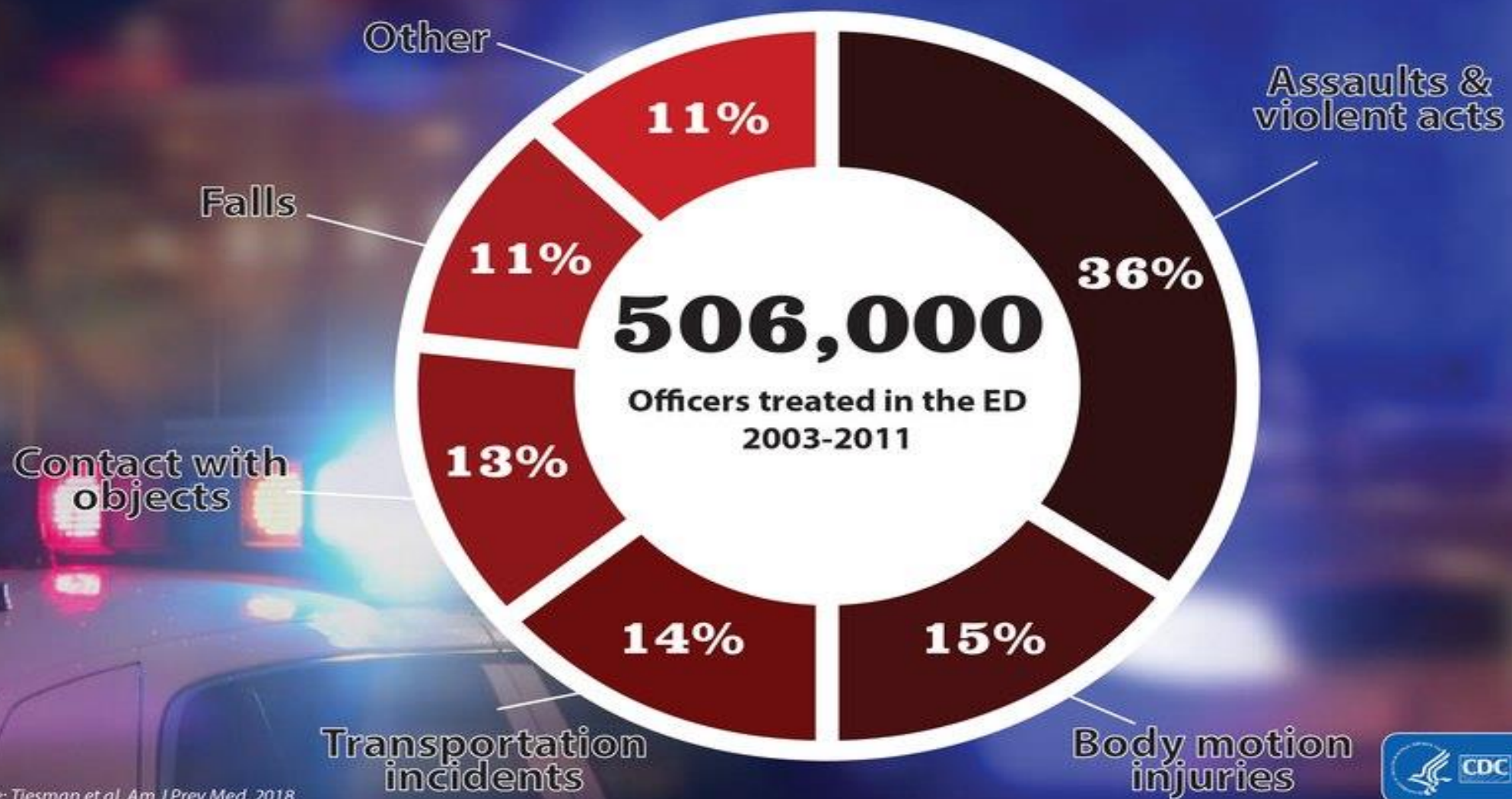
Injuries in Law Enforcement

**LAW ENFORCEMENT
OFFICERS ARE 3X MORE
LIKELY TO SUFFER NON-
FATAL INJURY ON THE JOB
THAN ALL OTHER U.S.
WORKERS.**

National Institute for Occupational Safety and Health (NIOSH)



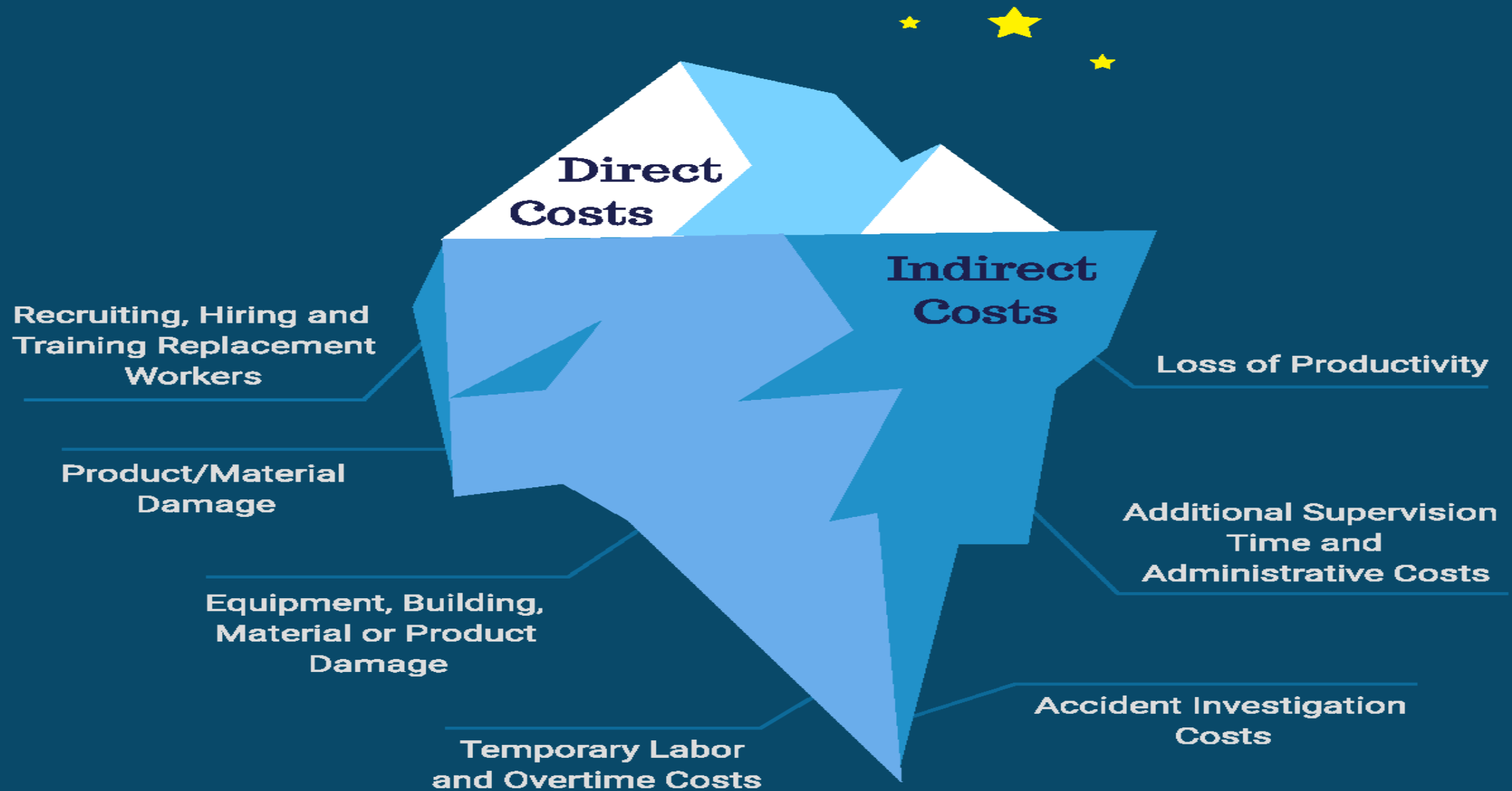
Non-fatal Injuries to Law Enforcement Officers

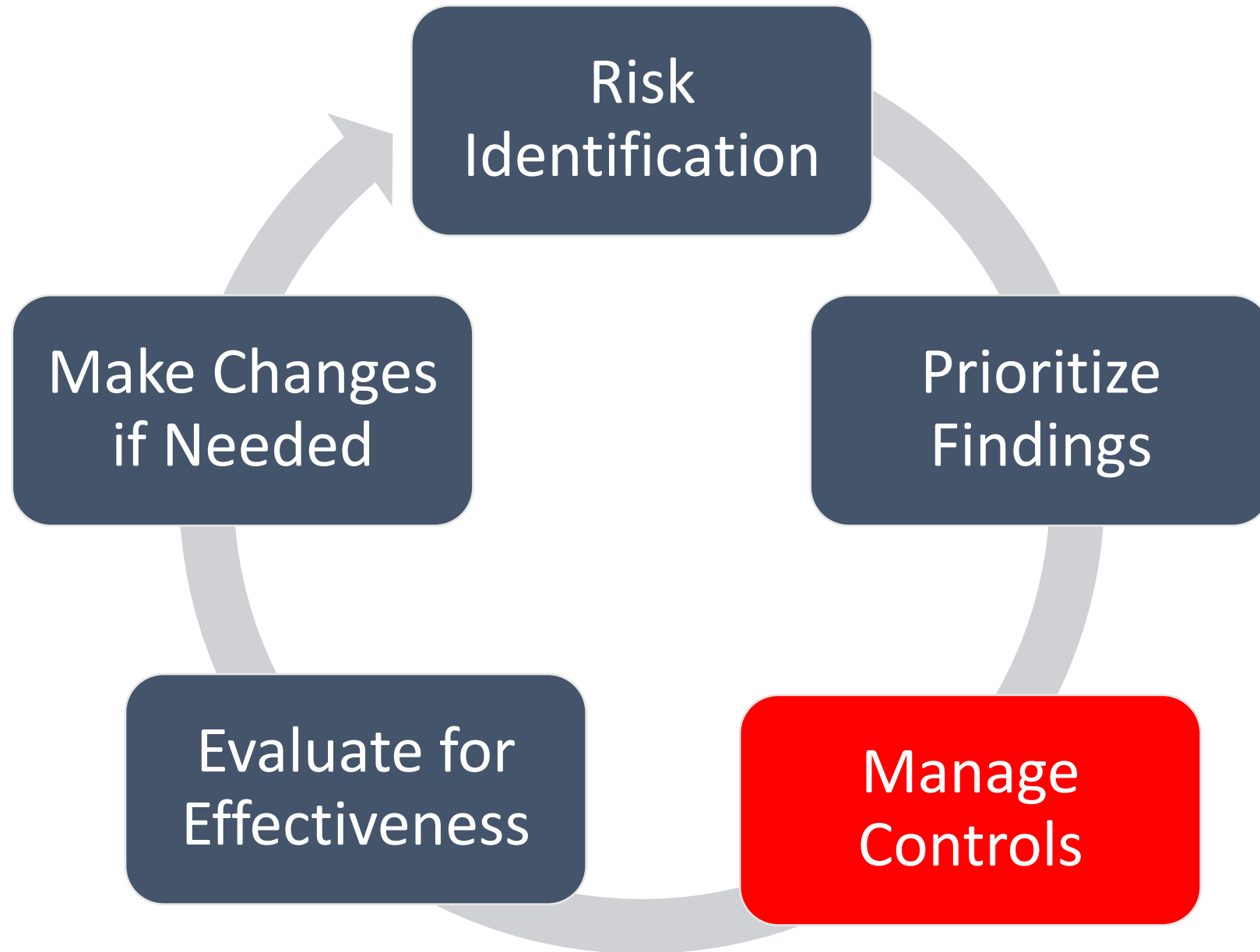


Source: Tiesman et al. Am J Prev Med. 2018

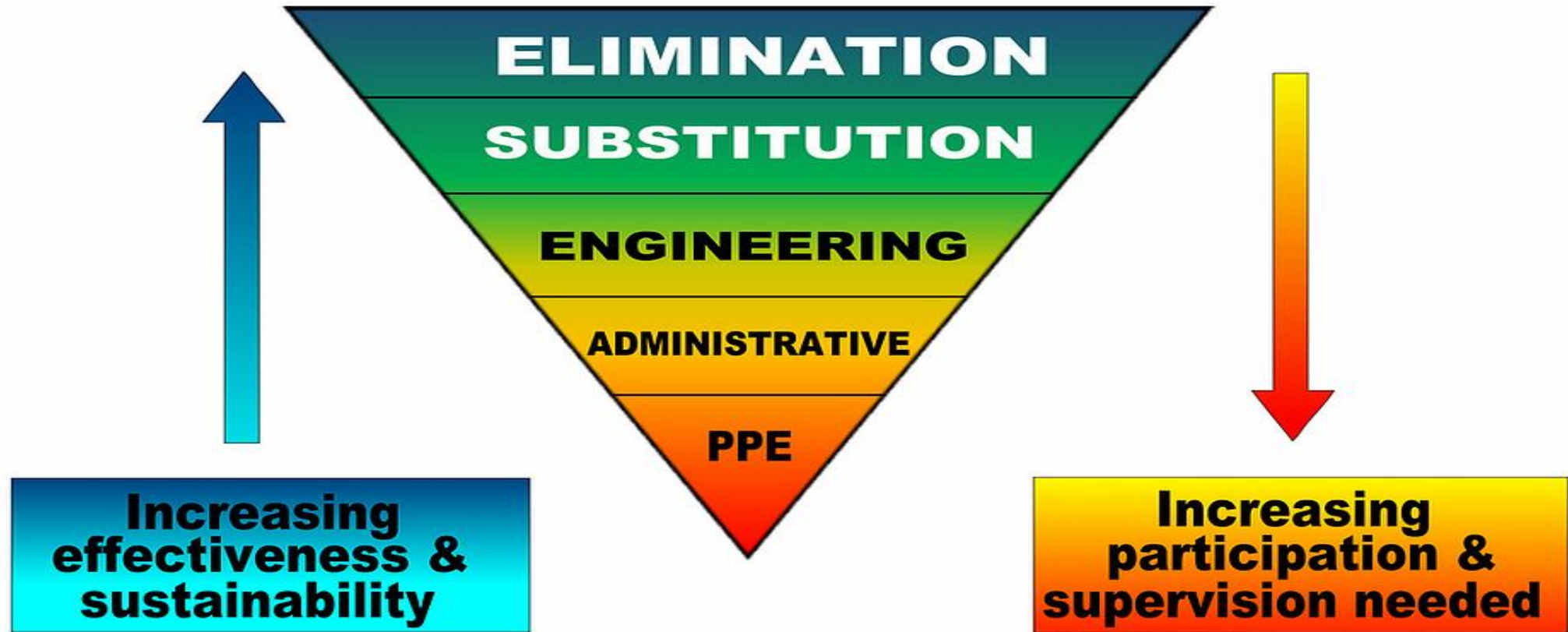


Where's the cost?





Hierarchy of Controls



A hand-drawn form titled "ACTION PLAN" in blue capital letters. The form is enclosed in a green rectangular border with two red circular punch holes at the top. Below the title is a table with four columns labeled "WHO", "WHAT", "WHEN", and "HOW" in red capital letters. The table has two empty rows for entries.

WHO	WHAT	WHEN	HOW

Action
Planning
Exercise

It's all about
leadership.

MAMBA MENTALITY

/ 'mämbə / men 'talədē /

1. It's a way of life, not an attitude, no bravado. It's just a way to live.
2. It's the simplest form of trying to get better everyday at whatever you're doing.
3. Dance beautifully in the box you're comfortable dancing in. Everyone's box is different, so it's your job to perfect it and make it as beautiful of a canvas as you can make it.

Any Questions





Thank
You

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