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 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
• 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
Law Enforcement Risk Specialist Training

• Modeled after our current and long-standing Safety Coordinator Program.

• Provides a point of contact within 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.
devil's advocate
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
KRIEGRSPIEL
Risk Identification

- Make Changes if Needed
- Prioritize Findings
- Evaluate for Effectiveness
- Manage Controls
Los Angeles, California
Normalcy Bias
“If you don’t think it can happen to you, your wrong.”

Col. John Belmar

St. Louis County Police Department
Status Quo Bias

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

Event

Policy

Discipline & Corrective Action

Training

Supervision
LEADER
NOUN
A powerful person who influences what other people do.
Five Layers of Success for Leading and Managing Law Enforcement

Selection
Policy
Discipline
Supervision
Training
### 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

- Official Misconduct
- Sexual Misconduct
- Misconduct w/ prisoners
- Theft
- Drugs and Alcohol
- Assaults
- Other
- Dishonesty
Risk – Frequency Analysis

- High Risk
  - Low Frequency
- Low Risk
  - High Frequency

- High Risk
  - High Frequency
- Low Risk
  - Low Frequency
First Amendment Auditors
## Prioritize Findings

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Likelihood and Agency Impact

• “If you don’t think it can happen to you, you're 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

- Assualts & violent acts: 36%
- Transportation incidents: 14%
- Body motion injuries: 15%
- Contact with objects: 13%
- Falls: 11%
- Other: 11%

506,000 Officers treated in the ED 2003-2011

Where's the cost?

Direct Costs
- Recruiting, Hiring and Training Replacement Workers
- Product/Material Damage
- Equipment, Building, Material or Product Damage
- Temporary Labor and Overtime Costs

Indirect Costs
- Loss of Productivity
- Additional Supervision Time and Administrative Costs
- Accident Investigation Costs
Risk Identification

Prioritize Findings

Evaluate for Effectiveness

Make Changes if Needed

Manage Controls
Hierarchy of Controls

- Elimination
- Substitution
- Engineering
- Administrative
- PPE

Increasing effectiveness & sustainability

Increasing participation & supervision needed
Action Planning Exercise
It’s all about leadership.
Any Questions
Thank You

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