

Investigating Internal Affairs, Citizen Complaints and Officer Discipline

Instructor:

Jerry Rodriguez spent 26 years with the **Los Angeles Police Department**, retiring in 2013 at the rank of Captain. His leadership assignments included assignments such as Patrol Commanding Officer, Adjutant to the Office of Operations, Watch Commander, Sergeant, and Field Training Officer. In addition to this, Jerry has experience in the **Baltimore Police Department**, as the Deputy Police Commissioner in Charge of the Professional Standard's Bureau, as well as Chief of Investigations for the **San Francisco District Attorney's Office**.

For years Jerry consulted and guided municipalities on high profile police-involved incidents as a member of the agency. However, in retiring as a Law Enforcement Expert in 2021, he has been recruited to work on high-profile and sensitive cases.

Jerry is a graduate of the **FBI National Academy** Class 234 and holds a master's degree in Leadership from St. Mary College of California, as well as, a bachelor's degree in Business Management.

He also has policing experience with the West Coast and East Coast Law Enforcement Agencies and has participated in many investigations throughout his professional career.

Legal and Liability Risk Management Institute
700 N. Carr Rd., # 595
Plainfield, IN 46168

Phone: 317-386-8325
Fax: 317-386-8228

Visit us on the Web at:
WWW.LLRMI.COM



PRSRT STD
US POSTAGE
PAID
FT MYERS FL
PERMIT 569

May 14, 15 & 16, 2024 • Pharr, Texas



Legal & Liability Risk Management Institute

Sponsored By:

**South Texas College Regional Center for
Public Safety Excellence**

Pharr, Texas



James R. Alsup, *Director*

TCOLE Credit Will Be Provided To Each Attendee

Training Seminar

Investigating Internal Affairs, Citizen Complaints and Officer Discipline

Instructor:

Jerry Rodriguez, (Retired)

Los Angeles Police Department • Los Angeles, California

May 14, 15 & 16, 2024

Pharr, Texas

Register On-Line At: WWW.LLRMI.COM



Investigating Internal Affairs, Citizen Complaints and Officer Discipline

Seminar Agenda Investigating Internal Affairs, Citizen Complaints and Officer Discipline May 14, 15 & 16, 2024 • Pharr, Texas

Course Objectives:

This two-and-a-half-day course covers the "Nuts and Bolts" of Internal Affairs (IA) Investigations, Criminal and Administrative sections, along with public-initiated and department-initiated complaints.

This course will also conduct Mock IA case studies review and adjudication of real-world cases. This course is designed for IA investigators, whether sworn or civilian, correctional supervisors, and first-line supervisors that are involved in the internal affairs process, manage a professional standards office, or are tasked with conducting personnel complaint investigations. The process for managing and investigating complaints against law enforcement personnel is becoming increasingly complex, and the public expectation is timely, thorough, and fact-based investigations that support the adjudicative findings. This program will provide participants with national best practices along with experience-based insights in order to conduct simple to complex internal affairs investigations. Attendees will have a thorough understanding of the different types of Internal Affairs interviews and the Garrity Warning and how it is used.

Our professional standards investigative model, which incorporates national best practices, is a must for investigators tasked with completing fact-based, thorough, and professional investigative reports. This course sets the stage for investigators and first-line supervisors to create an agency-wide practice of professional standards to investigate complaints against employees thoroughly. In the covered material, attendees will understand "best practices," including identifying potential problems or "employee" at-risk behavior before it becomes an issue and properly addressing issues once they arise. This is a comprehensive course for investigators that covers the complaint intake process, evidence gathering and preliminary investigation, bifurcated investigations, interviews of accused employees, and completed investigative formatting. Also covered in this course are the legal aspects of the internal affairs process, the rights of employees, and the impact that an effective internal affairs investigative process has on the communities we serve.

Tuesday, May 14, 2024

- 8:00 a.m.—8:30 a.m. **Registration**
8:30 a.m.—9:30 a.m.
1. The Importance of building lasting trust between law enforcement and the communities we serve.
 2. What is "Professional Standards" in a law enforcement agency and why is it so important to have.
- 9:30 a.m.—10:00 a.m.
1. Current climate with the citizens and public safety agencies.
 2. What public agencies liabilities are?
- 10:00 a.m.—11:00 a.m.
1. Need for sound relevant policies.
 2. How training is part of professional standards.
- 11:00 a.m.—12:00 p.m.
1. Why professional standards is essential in attaining and maintaining agency legitimacy?
 2. Identify the common misconduct areas for employees.
- 12:00 p.m.—1:00 p.m. **Lunch (On Your Own)**
1:00 p.m.—2:00 p.m.
1. Review the different types of internal investigations.
 2. Who should/can be assigned to conduct internal investigations?
- 2:00 p.m.—3:00 p.m.
1. Discussion on the importance of the different types of investigations, in addition to citizen complaints.
 2. Identify the investigative complaint flow process, from intake to adjudication.
- 3:00 p.m.—4:00 p.m.
1. Intake process for the acceptance of complaints.
 2. Role of mediation in the complaint process.

Wednesday, May 15, 2024

- 8:00 a.m.—9:00 a.m.
1. Impact of False Complaints on employee's and morale.
 2. Different types of investigations, criminal, administrative and combined, and the handling of each.
- 9:00 a.m.—10:00 a.m.
1. Identify who should be interviewed and in what order, and what should be covered during the interviews
 2. Identify what information should be included when notifying the accused employee of the complaint against them.
- 10:00 a.m.—11:00 a.m.
1. Identify and discuss the importance of comprehensive officer involved use of force investigations and why they are so different from personnel complaint investigations.
 2. Identify what questions you can ask an officer following a use of force incident under the "Public Safety Statement" rule and when you can ask them.
- 11:00 a.m.—12:00 p.m.
1. Discuss the need for expert witness analysis on things such as bullet trajectory, wound analysis, movement, and physiology and others?
 2. Discuss HIPPA and how it impacts investigations.
- 12:00 p.m.—1:00 p.m. **Lunch (On Your Own)**
1:00 p.m.—2:00 p.m.
1. Brady case and its impact on law enforcement officers and their careers.
 2. Garrity case and its impact on how we investigate personnel complaints.
- 2:00 p.m.—3:00 p.m.
1. Loudermill case law as it relates to pre-disciplinary hearings.
 2. Preservation of completed investigations.
 3. Proper tracking of complaints.
- 3:00 p.m.—4:00 p.m.
1. Should Investigators also proffer a finding with their completed investigation?
 - a. Discuss pros and cons.
 2. How should we address the public's concern regarding the police investigating themselves?
 - a. Should we investigate ourselves?

Thursday, May 16, 2024

- 8:00 a.m.—11:30 a.m. Conduct Mock IA case studies review and adjudication of real-world cases.
11:30 a.m.—12:00 p.m. Conclusion and summation.
12:00 p.m. **Certificate Presentation**

Cut Along Dotted Line

3 Ways to Register for a Seminar!

Ways to Register

1. **Register Online:** WWW.LLRMI.COM

2. **Fax Form:** 317-386-8228

3. **Mail Form to:**

Legal and Liability Risk Management
700 N. Carr Rd., # 595
Plainfield, Indiana 46168

Federal ID: 81-0692135

If you have any questions please call

317-386-8325

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

Checks, Claim Forms, Purchase Orders should be made payable to: LLRMI

- Seminar Title:** Investigating Internal Affairs, Citizen Complaints and Officer Discipline
- Instructor:** Jerry Rodriguez
- Seminar Location:** South Texas College Regional Center for Public Safety Excellence
3901 South Cage Blvd
Pharr, Texas 78577
- When:** May 14, 15 & 16, 2024
- Registration Time:** 8:00 a.m. (May 14, 2024)
- Hotel Reservations:** Drury Inn & Suites McAllen
300 West Expressway 83
McAllen, Texas 78501
1-800-325-0720
\$98.00 King (plus tax)
- Registration Fee:** \$350.00 Includes Hand-outs, Investigating Internal Affairs, Citizen Complaints and Officer Discipline, **Printed Training Manual** and Certificate of Completion.

Seminar ID
#16384

Note:
To receive special room rates, please identify yourself with **Group Code: 10077974**

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

Invoice To Attn: _____

(Must Be Completed)

Address _____

City _____ **State** _____ **Zip** _____

Email _____

Phone _____ **Fax** _____