

East Central Illinois Mobile Law Enforcement Training Team

MTU #13

Course Announcement



Managing Police Discipline— Attorney Randy Means

April 27-28th, 2023

0830– 1630 Hrs

Lake Land College

West Building

Room 119-120

Mattoon, Il. 61938

Submit enrollment to:

Registration form at

www.mtu13.com,

ecimlett@gmail.com

The need to use a lot of punitive discipline suggests a poorly disciplined organization. In a "well disciplined" organization, systems work properly and people do what they're supposed to do, including follow the rules. This seminar explains a variety of enhanced leadership initiatives, including focused policy and strengthened systems, to achieve "disciplinary" goals. Progressive discipline is explained in great depth, not only in purpose and concept, but also as a structured and positive system designed, ideally, to draw employee's attention to the need to follow the rules without the need for punitive discipline.

****Note from Brad** Here is the Highlight Paragraph below.**

The program shows the need for organizational solutions to organizational problems. It helps first-line supervisors and mid-managers see a bigger picture. It reminds senior leadership — the "big picture" people — of the vital need still to mind the store and keep close watch on the "little" things.

But even with our best efforts at positivity, things still happen. Internal and external complaints of possible misconduct and/or the occurrence of certain critical incidents require internal investigation, adjudication and sometimes the application of punitive disciplinary outcomes, including termination of employment. So, this program also teaches the knowledge and skills needed to conduct, supervise and manage internal affairs work in a way that reflects professional core values and increases public and officer trust in process fairness and legitimacy. It covers ordinary administrative matters and extraordinary matters like use of force, critical incidents, and officer-involved shootings. Focus is on thorough and highly competent complaint handling and internal investigation. There is discussion of the role of regular supervisors in internal affairs and discipline processes, and also the proper use of disciplinary systems, including complaint handling and methods of assuring fairness — including consistency, proportionality and timeliness — in adjudication and situation.

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Observed Mandates Include:

Human Rights

Procedural Justice



This course is funded by the Illinois Law Enforcement Training and Standards Board.

Hi, Folks. Randy Means here. I am the principal in Randy Means & Associates, LLC, a Virginia corporation headquartered in Norfolk. My company is the successor to The Thomas & Means Law Firm, where I spent 30 years with my law partner Bob Thomas, an amazingly talented attorney/police legal advisor who, among other distinctions, managed the litigation in *Graham v. Connor*, one of the most important law enforcement cases ever decided by the U.S. Supreme Court. His retirement March 31, 2020, ended Thomas & Means.

Like Bob, I am a nationally recognized expert in police law, leadership, accountability and systems. Many years in-house counsel to a major city police department, former department head at a state law enforcement training center, and past head of the national association of law enforcement legal advisors, I have provided legal and risk management services to hundreds of law enforcement agencies, including many of the largest and highest regarded, helping to solve the most complex and sensitive problems in American law enforcement. I have trained over a half-million law enforcement officials, including tens of thousands of police leaders, and worked for many dozens of risk and insurance management pools, police academies, professional associations, and almost every major provider of law enforcement training.

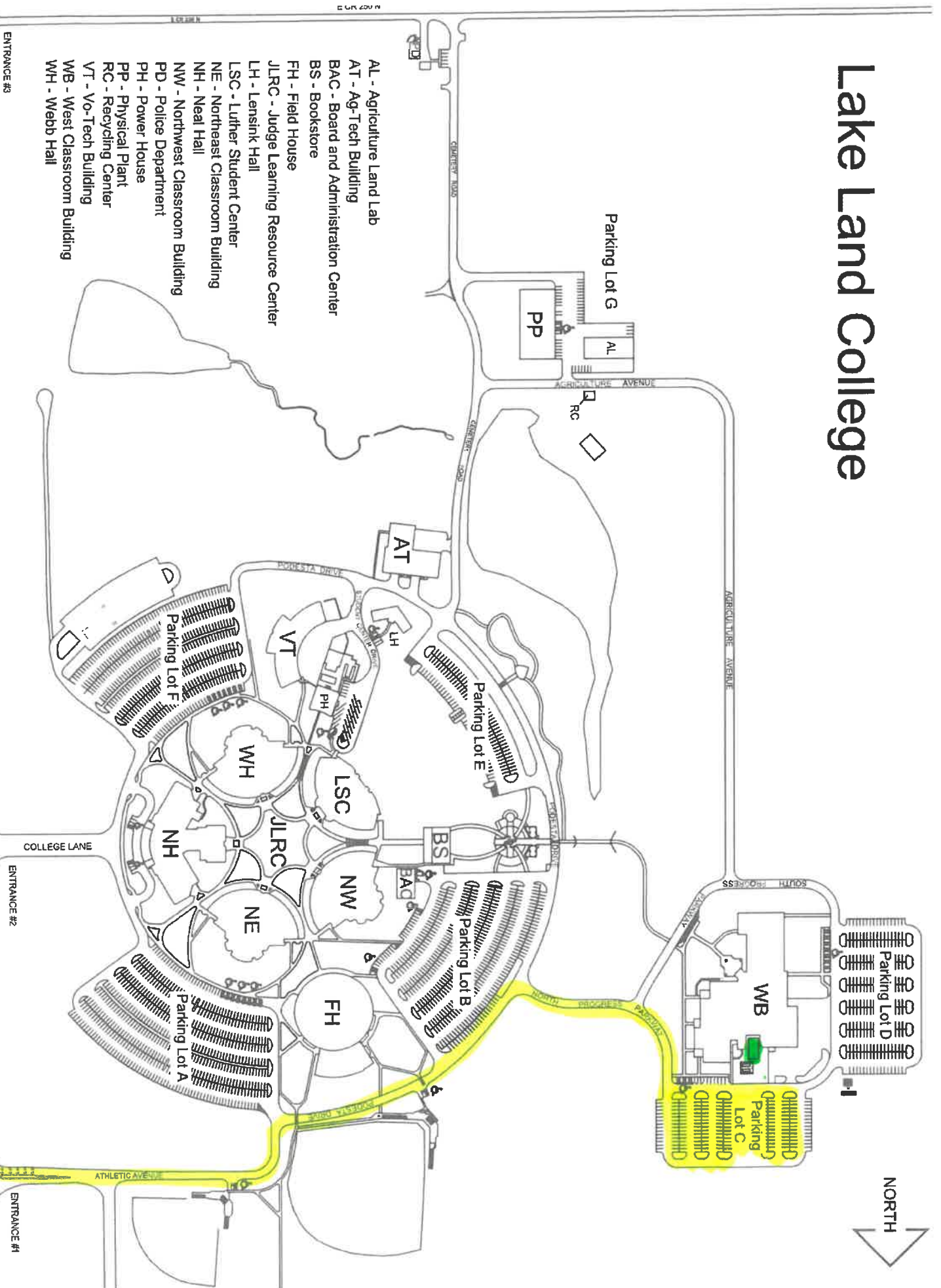
I have written two books and 100+ published articles on police law, risk management and leadership. I have managed the Chief's Counsel column for *Police Chief* magazine and for many years wrote the law and risk management column for *Law & Order* magazine. I have spoken at ten IACP annual conferences, multiple annual conferences of the FBINAA, PRIMA and state police chiefs' associations from New York to California. I have appeared on both the Law Enforcement Television Network and the FBI Training Network; my work has been mentioned in the *Wall Street Journal* and featured on *60 Minutes*.

A word about my earlier life. Son and brother of West Pointers, I of course joined the Navy. I was Operations Officer, then Executive Officer on a combatant naval vessel during my several years of active duty. For that service, I won the Navy Achievement Medal. I then attended the University of North Carolina School of Law, a top 30 law school, and remained in the Naval Reserves for six more years. I left the reserves as a Lieutenant Commander, Navy talk for Major, and received another Navy Achievement Medal for my reserve service. I never intended a career in the Navy; I stayed longer than I meant to because I was having fun. But enough about me.

My proudest accomplishment is having brought together what I believe is the strongest team of law enforcement experts ever assembled, at least by a private company, to assist me in my work. Our Leadership Team and Senior Consultants are shown here, but they are only part of our 50-person team, which in the aggregate has more than 1,000 years of full-time experience helping to guide law enforcement work.



Lake Land College



- AL - Agriculture Land Lab
- AT - Ag-Tech Building
- BAC - Board and Administration Center
- BS - Bookstore
- FH - Field House
- JLRC - Judge Learning Resource Center
- LH - Lensink Hall
- LSC - Luther Student Center
- NE - Northeast Classroom Building
- NH - Neal Hall
- NW - Northwest Classroom Building
- PD - Police Department
- PH - Power House
- PP - Physical Plant
- RC - Recycling Center
- VT - Vo-Tech Building
- WB - West Classroom Building
- WH - Webb Hall

ENTRANCE #3

ENTRANCE #2

ENTRANCE #1

0.1, ROUTE 45

U. S. Route 45

To Mattoon →

