

Day 1: Sept. 12

The Nexus of Community Partnerships: Shared Spaces, Technology, and Engagement

The Athens-Clarke County Police Department (“ACCPD”) has developed and seeks to sustain innovative partnerships with governmental and community stakeholders. An agency of only 240 sworn officers with a service population in excess of 120,000, partnerships are critical to meet emerging community needs, allow for efficient service delivery, and allow for sustained, tailored community programs. Facilities design, technology, and the application of community oriented policing concepts have proven vital to foster community partnerships, the maintenance of trust, and support for operations. This presentation seeks to examine community partnerships via shared work spaces, shared information/technology systems, and community outreach initiatives to highlight lessons learned, and allow for incorporation of similar practices in other communities.

Nancy Bourke

Prior to assignment with the Planning & Research Unit in 2015, Nancy spent 12 years in the Athens-Clarke County Finance Department’s Purchasing Division as a Buyer, and 10 years at the Clarke County Sheriff’s Office. Currently, her primary responsibilities entail special projects and open source research in support of departmental operations. She has worked on a diversity of projects inclusive of the Downtown Public Safety Camera System expansion, various facility renovations, numerous research projects, and asset forfeiture management. Her commitment to community partnership activities is evident in her participation with as varied activities as community cookouts, the “Shop with a Cop” program, and other community events.

Beth Morton

Beth is the departmental facilitator for the ACCPD’s budget and associated business operations, and the champion for the proper maintenance of Federal/State/Local grants, while she actively contributes to the strategic direction and oversight of the department’s projects and community engagement events. In her previous role as an Evidence Technician, she earned certification as Property and Evidence Manager. Beth is an active member of the department’s Emergency Response Team, the Mobile Command Vehicle Logistics Team, and is a former president of the ACCPD Citizens’ Police Academy Alumni Association. She proves a dedicated advocate of community service/outreach activities, all while continuing her undergraduate studies.

Joshua J. Watkins

The Planning & Research Unit is responsible for general support and administrative functions. Unit tasks include budget preparation and administration, grant drafting and maintenance, open source research, and special projects as directed by the Leadership Team. Josh began his employment with the ACCPD as an Assistant Police Planner in 2007, and was promoted to the Planning, Budget, and Research Coordinator in 2012. He holds multiple degrees from the University of Georgia (BS in Psychology, AB in Political Science), in addition to a Master of Public Administration (MPA) degree. He is currently enrolled in the University of Georgia’s Doctoral (Ph.D.) Program in International Relations & Political Science, with concentrations in national security issues and comparative politics.

The Community Stress Indicator: Hotspots Are Not So Hot Anymore

This presentation provides overview of a new technique that represents crime as a community stress indicator in a region. It uses variable crime rate over population area statistics inside of hexagonal cells or “HexBins.” This technique is both

used to visualize patterns of crime and to quantify crime in discrete geographies; it is an alternative to kernel density a.k.a. "hot spots." We will discuss the potential for a new technique using hexagonal cells in bins to represent aggregated crime rate data in a population so that both actual quantitative values and pattern can be seen at the same time and used to track patterns over space and time. The secondary utility of the technique is that it allows for a semi-quantitative indicator tracking of a community stress level based upon a composite score of a variety of crime types.

Ross Paul Martin

Ross Martin is the County of San Diego GIS Manager. He received a Bachelors Degree in Field Ecology Prescott College and the Masters Degree in Geography Emphasizing computer modelling at San Diego State University. He is responsible for setting the strategic course and usage of GIS technology for the County of San Diego and serves as a technical resource for departments, agencies, and units that wish to implement or improve their geospatial technologies. He has been a professional geographer for the last 18 years at the County of San Diego and has more than 22 of experience using Geographic Information Systems (GIS). He frequently works directly with customers on their projects to help them better develops their GIS tools, techniques, and procedures that support operations.

Matt Funk

Matt Funk is a Sr. Criminal and Intelligence Analysts with the San Diego County Sheriff's Department. He received his B.S. degree in Criminal Justice Administration from National University and an A.A. degree in Administration of Justice from Palomar College. He also graduated from the POST Certified Palomar College Police Academy in 1997. He has worked for the Sheriff's Department for over 23 years with the last 13 years within the Sheriffs Analysis Group unit doing a variety of intelligence and analysis work.

Criminal Intelligence: Inside Out

Harvesting actionable intelligence from the growing criminal enterprise behind bars in a post-realignment world. Long term incarceration in county jails have become an exploited avenue for facilitating criminal activity behind bars in a way that is profitable for the incarcerated and their entire support basis outside of the jail. What used to be a short term hustle for inmates in county jail; is now clearing the way for long term criminal enterprises which will forge the ties between the prisons, the jails, and the streets in ways we have never experienced. Sergeants Rick Lopez and Derek Williamson have worked together to build cases from intelligence developed inside the jails, that have a significant impact on criminal activity on the streets of San Diego.

Derek Williamson

Derek Williamson has been with the San Diego Sheriff's Department since 2004. Derek spent nearly five years in the Detention Investigations Unit working primarily gang and drug investigations, managing in-custody assets, and as a liaison to the North County Regional Gang Task Force for the duration of two federal indictments. Derek promoted to Sergeant in 2014, and spent a little over two years at San Diego Central Jail. In December 2016, he was tasked with selecting and training the first ever San Diego Sheriff's Department – Detentions Intelligence Group; with six detectives assigned to work proactive and intelligence investigations.

Ricardo Lopez

Ricardo Lopez is a Sergeant with the San Diego County Sheriff's Department assigned to the Criminal Intelligence Detail. He received a B.S. degree in Public Administration from San Diego State University and has been with the department for 22 years. He has spent half of his career working gang investigations and informants. He spent 6 years as a Task Force officer on a multi-agency FBI Safe Streets Gang

Task Force where he conducted large scale, organized crime RICO investigations.

NIJ's LEADS Programs: Advancing Policing with Data & Science

The National Institute of Justice (NIJ) is the science and research agency of the U.S. Department of Justice. NIJ established the LEADS Scholars Program in 2014 in partnership with the International Association of Chiefs of Police (IACP) as a way to recognize and support the professional development of research-minded, mid-rank law enforcement officers. Applications were solicited from officers throughout the country and during the program's first three years 27 LEADS Scholars were selected. NIJ's companion LEADS Agencies Program is being launched in 2017 for the purpose of demonstrating how law enforcement agencies can answer their own high-priority research questions, enabling them to implement evidence-based decision making in timely response to their real-world problems. This presentation describes and explains the two LEADS programs.

Maureen McGough

Maureen McGough is an attorney and senior policy advisor at the National Institute of Justice at the U.S. Department of Justice, where she manages the development and implementation of several agency-wide initiatives, including the Law Enforcement Advancing Data and Science (LEADS) program. Prior to joining NIJ in 2010, she served as a Special Assistant U.S. Attorney for the District of Columbia and coordinated federal AIDS relief efforts in Kigali, Rwanda. She received her law degree from the George Washington University Law School.

Gary Cordner

Gary Cordner is Chief Research Advisor with the National Institute of Justice, the research arm of the U.S. Department of Justice, working on agency-based police research and also Senior

Police Advisor for ICITAP (USDOJ) working on police reform in Ukraine. Additionally he is Professor Emeritus at Kutztown University and Foundation Professor Emeritus at Eastern Kentucky University, where he served as Dean of the College of Justice & Safety. He recently completed 9 years as a Commissioner with CALEA (the Commission on Accreditation for Law Enforcement Agencies) and served as Co-PI on the National Police Research Platform. He worked as a police officer and police chief in Maryland and received his PhD from Michigan State University.

Will Davis

Will Davis is the Director of the Planning, Research and Accreditation Division for the Scottsdale Arizona Police Department. He holds a Bachelor of Arts degree from Eastern Kentucky University and the Advanced Certified Law Enforcement planner (ACLEP) designation from the International Association of Law Enforcement Planners (IALEP). He also holds the Project Management Professional (PMP) certification from the Project Management Institute (PMI) and achieved the Process Mapping and Improvement Analyst Certification (PMIAC) through Value Creation Partners. Throughout his career he has been responsible for key areas and initiatives including technology procurement and implementation, crime analysis, policy development, accreditation compliance, research and analysis, Uniform Crime Reporting (UCR), strategic planning, and performance measurement and benchmarking.

Julie Wartell

Julie Wartell is an independent advisor on public safety issues relating to crime analysis and policing. Previous positions include San Diego District Attorney's Office crime analyst coordinator; East Valley COMPASS Initiative project director; San Diego Police Department crime analyst; Institute for Law and Justice and Police Executive Research Forum researcher; and National Institute of Justice fellow. Wartell has performed a wide range of research on and

analysis of crime problems and police-related issues, worked on strategic planning efforts, and assessed policing technologies. She has conducted extensive training and made presentations to officers and analysts internationally on topics relating to crime analysis and policing, has edited or authored numerous publications, and currently teaches GIS at the University of California–San Diego. Wartell has a master’s degree in public administration with an emphasis in criminal justice administration and a Postgraduate Diploma in Applied Criminology and Police Management from University of Cambridge.

Joshua Young

Josh Young is a consultant specializing in Criminal Justice Transformations in mid-sized and large police organizations. He advises on a broad range of services and capabilities, including developing and implementing innovative, cost-efficient strategies to achieve a more customer-focused, data-driven, and proactive organization. Previously, Josh served as a member of the Ventura Police Department’s SWAT team and Detective Bureau, retiring as a police corporal after 12 years of service. While an active duty police officer, Josh was the first line-level officer to successfully integrate a major randomized controlled trial (RCT) within a police organization. The RCT provided empirical answers around body cameras and their causal relationship on prosecution outcomes and the speed of prosecution. Additionally, he developed training curriculum now modeled by numerous agencies in three countries. Josh is a founding member and Vice-President of the American Society of Evidence-Based Policing (ASEBP). He has a Master’s Degree in Criminology and Police Management from the University of Cambridge.

Day 2: Sept. 13

Held Hostage: Ransomware (Table Top Exercise)

As the world braces for another surge in ransomware, one of the fastest-growing cybersecurity concerns of 2017, institutions must consider how best to counter this continually evolving threat. In 2016, ransomware incidents spiked 6,000% compared to incidents in 2015, according to an industry study, and such high-profile network attacks remain a profitable business for cyber criminals, making it critical to prepare for a crisis scenario. The San Diego Law Enforcement Coordination Center and San Diego City Office of Homeland Security have developed a tabletop exercise to test the readiness of your leadership, crisis management, and information technology teams when you find yourself unwittingly HELD HOSTAGE.

Matt Miller

Matt is the Private Sector Programs Manager at the San Diego Law Enforcement Coordination Center, is responsible for the development of collaborative relationships between private sector partners and federal, state, and local governments.

Cyber Security

Joe Oregon

Researcher-Practitioner Partnerships and Action Research: Lessons From the Field and What We Know About Public Safety in the San Diego Region

For over 35 years, the Criminal Justice Research Division of the San Diego Association has been unique in its role as a regional clearinghouse for crime statistics, as well as evaluation resource. The success of the Division at a regional planning agency stems in large part from the strong partnerships that have been cultivated, the mutual flow of information, and the commitment of all partners to implementing best practices. An overview of some of these partnerships will be provided, along with key findings from current efforts that highlight some of the challenges of tracking what works in an evolving public safety system.

Cynthia Burke, Ph.D.

Dr. Cynthia Burke is the Director of SANDAG's Criminal Justice Research Division where she oversees the compilation of regional crime trend data and conducts numerous evaluations. Dr. Burke received her Ph.D. in Experimental Psychology from UCSD. She is a past President of the Western Society of Criminology, is called upon to speak locally and nationally regarding key public safety issues, serves on many public safety task forces and committees in the San Diego region, and was a member of the National Institute of Justice Community Corrections Research Network. Dr. Burke's is a past recipient of the American Probation and Parole Association's Researcher of the Year for her contributions to the field of community corrections, has received the Gold Reward from the International Association of Chiefs of Police for a research partnership with the San Diego County Sheriff's Department, and been recognized locally as a "40 under 40".

Identifying & Prosecuting Disaster Relief Fraud

Every disaster has honest people who need assistance getting back on their feet. However, in every subset of a population there are those who seek to take a dishonest advantage of others good-will and assistance. This presentation provides an overview on current trending issues and events relevant to disaster relief fraud in the United States. This presentation's focus will be centered on presenting real world scenarios from storm related insurance fraud claims and provide an outlook on any potential or pending legislation. The presentation will close with a brief overview on prosecution of disaster relief fraud for non-attorneys.

Michael R. Parker, BS, JD, CIFI, LPI

Mr. Parker was a private investigator for seven years and worked in the Special Investigation Unit (SIU) of an insurance company for seven years. He has extensive investigation experience to bear on all matters handled by Parker Straus, LLP. He is a two-time recipient of the International Association of Special Investigation Units Attorney of the Year Award and is an accomplished speaker and author. Mr. Parker has given well over 100 talks to professional organizations across the country, mostly on fraud recovery, insurance coverage, and bad faith issues. Mr. Parker is a IASIU Certified Insurance Fraud Investigator, and is licensed to practice law in Texas, Oklahoma, and California. Mr. Parker is also an active Member of the Texas State Guard JAG Corps.

Mr. Marvin J. Straus, BA, JD

Mr. Straus brings nearly 20 years of civil litigation experience to the firm. Mr. Straus has conducted numerous depositions, mediations, discovery motions, motions for summary judgement/adjudication, as well as examinations under oath in large loss, arson, property theft, auto commercial, cargo,

trucking, and specialty insurance claims. Mr. Straus has a Bachelor degree from the University of California, Santa Barbara and a JD from the Thomas Jefferson School of Law. Mr. Straus is licensed to practice law in California. Mr. Straus is based out of the San Diego Office. Sex Trafficking from Latin America: A Data-Driven Approach to an International Problem

Sex Trafficking from Latin America: A Data-Driven Approach to an International Problem

Thousands of women and girls from Mexico, Central America, and the Caribbean are exploited in violent underground sex trafficking economies in residences, cantinas, escort services, and hotels across the United States. From December 2007 to April 2017, the National Human Trafficking Hotline and BeFree Textline identified over 1800 cases involving over 6,700 women and girls from Latin America and U.S. Latino communities. Deceived and enticed with false promises of good jobs or a better life, both adults and minors are ultimately forced to engage in commercial sex through brutal threats and other forms of abuse. Polaris' research into how trafficking networks target this community highlights the ways traffickers take advantage of pre-existing risk factors and vulnerabilities to recruit and control their victims and manipulate legal and investigative gaps to avoid detection.

Tessa Couture

Tessa Couture is a data analyst with Polaris, a D.C.-based organization that operates the National Human Trafficking Hotline and the BeFree Textline. As part of Polaris' Data Analysis Program, she works to synthesize hotline data with external data sources in order to build up accurate and detailed pictures of human trafficking trends and networks across North

America. This data serves to help identify where and how traffickers operate in order to keep them from harming more people, and in order to help survivors connect with the services they need. She is the author of several Polaris reports including: *More Than Drinks for Sale: Exposing Sex Trafficking in U.S. Cantinas and Bars* and *Knocking at Your Door: Labor Trafficking on Traveling Sales Crews*.

Measuring the Extent and Nature of Gang Involvement in Sex Trafficking in the San Diego/Tijuana Border Region

In 2011, San Diego County created the multi-agency San Diego County Regional Human Trafficking and Commercial Sexual Exploitation of Children Advisory Council with the objective to reduce human trafficking and commercial sexual exploitation of children in San Diego County and the Mexico border region through prevention, prosecution, protection, and partnerships. This presentation provides the results and findings of the research into the relationships between gangs and human trafficking.

Jamie Gates

Dr. Jamie Gates, cultural anthropologist and director of Point Loma Nazarene University's Center for Justice and Reconciliation, co-lead the groundbreaking research project "Measuring the Extent and Nature of Gang Involvement in Sex Trafficking in the San Diego/Tijuana Border Region" (2013-16). He co-chairs the Research and Data Committee of the San Diego County Advisory Council on Human Trafficking and CSEC. He founded and directs the Human Trafficking Research and Data Advisory Roundtable (HT-RADAR) for SD County. He led the university in establishing the Beauty for Ashes Scholarship Fund for survivors of human trafficking to get their college degree. He leads an effort to design and implement kNOW MORE, a drama-based peer-to-peer human trafficking awareness training in San Diego's middle and high schools. He serves as

expert witness on human trafficking legislation. He also serves as faith-based organizer with regional and national faith-based organizations.

Give Your Progress Reporting a Boost

Learn how the Waterloo Regional Police Service partnered for progress to improve the quality and the frequency of our Strategic Business Plan reporting. Here's a hint: we reached out to academia for the development of an online reporting tool and we spread out the reporting accountability to more of our members by position. This presentation will provide a walkthrough of how we did it, and how you can too.

Amanda Franceschini

Amanda Franceschini is a Research Analyst/Planner who has been with the Waterloo Regional Police Service for the past five years. Prior to working in law enforcement, she applied her skills in the health care, education, social service, and community sectors. She earned her B.Sc. Hons. in Psychology at Trent University with an award-winning thesis on resourcefulness, and achieved her M.Sc. in Family Relations and Human Development at the University of Guelph studying family relationships as mediators of schooling outcomes. She is a Certified Planner with IALEP, member of OALEP, and Mensa.

Day 3: Sept. 14

From Recruitment to Violent Action: Significant Terrorism Trends

Recent international terrorist attacks, cases, and propaganda have demonstrated a continuation and evolution of certain trends used by foreign terrorist organizations and their supporters throughout the world. This presentation will provide an overview of

significant international terrorism trends and contextualize them through the breakdown of recent terrorism-related events.

Katy Sisto

Katy Sisto is an Intelligence Analyst with the San Diego Law Enforcement Coordination Center (SD-LECC). Katy graduated from Mercyhurst College in 2010 with a Bachelor's in Intelligence Studies and a minor concentrating in Law Enforcement. Since 2011, Katy has contributed to numerous portfolios, to include human trafficking, international and domestic terrorism, and homegrown violent extremism.

Meeting Business & Community Objectives through Partnerships

Everyone wants to 'partner' with police, which leaves police organizations with a choice: To be all things to everyone and report on quantity or to be strategic in its partnerships and report on quality. This presentation will examine the recent work of the Calgary Police Service's Integrated Partnership Division (IPD), established in 2016, to clearly identify the current and future state of partnerships in order to become more strategic in entering into mutually reinforcing partnerships. The *IPD Framework* (approach) and *IPD Partner Guidelines* (process) have been pivotal to achieving this, and have broad implications for organizational-wide strategies (Drug Strategy).

Katy Doucette

Katy Doucette has a Master of Arts from Carleton University, Ottawa, Canada where she examined international human rights treaties and their implementation to federal and provincial legislation. She started in the nonprofit sector where she identified and leveraged partnerships with Calgary-based

businesses to apply Six Sigma methodologies and tools to investment in community. She then moved into the private sector with a national consulting firm where she worked with companies to develop, improve and measure the impact of corporate social sustainability/community investment programs. Since her arrival at the Calgary Police Service in July 2016, her work has focused on the Integrated Partnership Division and prioritized the development of business processes and requirements around partnerships.

Critical Infrastructure Program

Nikki Phelps

Facility Partnerships

Delivered by two experienced Architects, this presentation is relevant to facility partnering successes, partnership engagement techniques, and focuses on multi-agency projects and unique partnerships that assisted user agency progress. The presenters will point out the benefits as well as issues of co-locating agencies based on experience and research in the design of joint-use facilities. This session references selected case study projects to serve as the framework for discussing various topics, including an overview of an effective methodology for facility partnership planning that begins with team building, needs assessment and master planning, and serves to guide the stakeholders through design, construction and into final occupancy.

Don H. May

Don founded RMKM Architecture, PC in 1995 and his approach toward the pursuit of design excellence is always achieved through a collaborative group process of exploration and problem solving. He strongly believes that

ultimate project successes are the result of meaningful interaction and stakeholder involvement in the evolutionary path of development that leads to the most appropriate, responsible, and effective solution/s. He is devoted to the pursuit of sustainable facilities, with special interest in the development of state-of-the-art architecture for vital public agencies. His dedicated efforts and the resulting designs have received much regional & national recognition and acknowledgment from peers, public, and clients alike. The evolving architecture reflects a strong fundamental philosophy that has yielded much success.

David R. Williams

As an RMKM Associate Architect, David brings over twenty years of professional programming, planning and design experience with local and international firms including FMSM-Albuquerque, Pollard Thomas Edwards-London-England, and Drover Welch Lindland-Phoenix. Dave offers broad architectural capabilities from initial needs assessment through construction, and into user agency occupancy. As a Project Manager and Project Architect with RMKM, he has worked closely with Principal Don May and brings valuable public and institutional project experience. Dave has been a key member of the Core Design Team for all of RMKM's recent Justice, Law Enforcement and Public Safety projects.

Strategic Operations Centre...Evolving from Internal to External Partnerships

Realizing the benefits of an operations centre and working through the internal operating dynamics, set a model for an agency that was very much silo-focused in fulfilling its public safety mandate. Despite being a quasi-command and control environment, breaking down the silos required cross-functional collaboration and involved change management, strategic communications,

consultation, trust and confidence, brand and identity, and engagement from all departments and ranks...all keys to establishing successful working partnerships whether internal and/or external. As the SOC evolves and matures, building bridges into and among the partner agencies will likely result in increased inter-operability, inter-agency information sharing, and situational awareness and are integrated into the next stages.

Randy Mar

Randy Mar possesses over 20 years strategic planning, performance measurement, and organizational change management experience in the policing/law enforcement sector. He heads the Planning, Performance & Analytics Section of the Ottawa Police Service. His Section supports senior leadership and operations with strategy and business management, research, program evaluation, performance measurement and reporting, crime and intelligence analysis, continuous improvement, quality assurance, internal audit, and project management. Randy has led and/or participated in every significant change initiative with the Ottawa Police Service and is an Invited Fellow for the current Executive Development in Policing Certificate Program session at the Canadian Police College.

Planning and Research Issues That Impacted Disturbances in Baltimore and Ferguson

Peter Bellmio

Peter Bellmio has been a self-employed police management consultant since 1994. He serves police agencies in the United States and Canada dealing with workload analysis, staffing needs, crime analysis and strategic planning. He spent two years working for the Baltimore Police Department and the City of Ferguson, Missouri in 2015 and 16. He is the 2015 winner of IALEP's

O.W. Wilson Achievement Award and is an instructor for the IALEP Basic Police Planner Course.

Coalition of the Willing: A Spectrum of Partnerships

The Edmonton Police Service launched its Violence Reduction Strategy in 2011 as a measured response to a spike in violent crime. This strategy has evolved and become entrenched in the organizational fabric through the creation of dedicated units to address the varying dimensions of violent crime and disorder. One of the keystones of innovation for this Section is the Heavy Users of Service (HUoS) Project. The HUoS Project is a collaboration between social service providers, community agencies, first responders, justice, Indigenous and government representatives. This panel presentation will provide attendees with a glimpse into the experiences of the HUoS Project and explore project learnings to date. We will provide case examples of the work and address the key ingredients to creating synergy and maintaining prolific, successful working relationships between a diverse assembly of partners.

Tracy Ward

Sergeant Tracy Ward has been with the Edmonton Police Service for over 25 years, and joined the Heavy Users of Service Project in the spring of 2014. Here, she leads a diverse team of police officers and navigators as they maneuver the medical, judicial and social services systems to assist the city's vulnerable people. She sees this project as an opportunity to work with partners to look at the population at greatest risk of victimization and to make an impact. Tracy is also a high-level athlete, instructing a variety of aerobics classes, and volunteering with the Alberta Lacrosse Association.

Derek McIntyre

As the head of the Edmonton Police Service's Violence Reduction Section, Staff Sergeant Derek McIntyre is responsible for directing and overseeing the work of four operational units which aid and support the frontline. He has been with the Service for 20 years working in many areas, but his passion is in conflict resolution. He received a B.A. Degree in Sociology and Psychology from the University of Alberta, and Master's Degree in Negotiation from California State University.

Lisa Bromley

Lisa Bromley is a Methods Analyst with the Edmonton Police Service, where she has been an invaluable asset for nearly 15 years. She works alongside Sgt. Ward on the Heavy Users of Service Project, analyzing and creating intelligence reporting, helping to identify and rectify gaps in the services provided to our city's most vulnerable persons. She is excited by the possibility of collaboration with such an interdisciplinary team.

Current State to Future State: Change Management in Policing

This presentation will discuss change and change management and a few of the models currently used in business. It will also include a discussion about how change management and project management can be integrated. There will be a brief overview of the themes in the research literature about change in police agencies and a discussion of how change management principles and methodology can help policing culture move towards positive change.

Gabrielle Arrizza

Gabrielle Arrizza has worked at the Calgary Police Service for 14 years, initially as a Business Strategist then as the Manager of the Business Strategy and Research Section. She is now the Change Management Lead for the CPS, working

to integrate change management into the Project Management Program. Gabrielle's academic background is in Sociology; she is interested in citizens' perceptions of police services, collaboration with external stakeholders and how business principles and methodologies can be applied in police agencies.

Restorative Justice Intervention Program – How Can Cities Optimize Their Resources for Progress?

The City of Scottsdale is finishing its first full year of a new program that is a partnership supported by the Police Department, Youth and Family Services and City Prosecutors office as well as the Maricopa County Attorney's Office. This program developed an alternative to arrest for youth who have committed eligible offenses, allowing our youth to avoid a criminal record for future opportunities. This presentation will discuss the extensive program development that Scottsdale has gone through, a summary of where we are currently and a discussion of the future, including competencies such as policy development, data capture and analysis, as well as program evaluation.

Matt Rigberg

Matt is a lieutenant with the Scottsdale, Arizona Police Department. He has served for more than 15 years, 9 of which are in a supervisory capacity. Matt currently operates as a watch commander and provides leadership to four sergeants and their squads deployed across the City. He has spent time with the investigations division as a financial crimes and burglary detective and is well versed in a variety of criminal investigations. Matt proudly served two school years as the supervisor of the school resource unit. This unit is comprised of 10

2017 IALEP Annual Conference // San Diego, CA // September 12 - 15, 2017

decentralized school resource officers deployed across two school districts. The school resource unit is responsible for the safety and welfare of approximately 26,000 students, school faculty and other staff. Matt is one of the original committee members who assisted with the implementation of the restorative justice intervention program. Matt holds a Master's degree in Business from the University of Phoenix and a Bachelor's degree from Emory University in English and Creative Writing.

Jeromie O'Meara

Sergeant Jeromie O'Meara has been a police officer for the City of Scottsdale for 20 years and a sergeant for 13 of those years with various assignments across the department. His current assignment is as the sergeant of the School Resource Unit (SRU) which is comprised of 10 officers that are assigned to all of the City of Scottsdale high schools and middle schools. SRU has been instrumental within the police department for the training and implementation of the Restorative Justice Intervention Program (RJIP).

Joanne Meierdirks, MC, LPC

Joanne Meierdirks is the Human Services Coordinator for Scottsdale Youth and Family Services. Joanne is a Licensed Professional Counselor and has worked for the City of Scottsdale since 1995. Joanne was trained in restorative practices by the International Institute of Restorative Practices. She has experience working with courts, prosecutors, police, community collaboratives, schools and juvenile diversion programs. She provides support, education, assessment and referrals for families in conflict and youth displaying at-risk behaviors. She has worked closely with the Scottsdale Police Department in the implementation of the Restorative Justice Intervention Program (RJIP). Joanne is a member of and trainer for the Arizona Adverse Childhood Experiences Consortium.

Cassie Johnson, MPA

Cassie Johnson is a Senior Analyst with the Scottsdale Police Department in Planning,

Research and Accreditation Unit and a faculty associate with the School of Public Affairs at Arizona State University. She holds a Bachelor's in Psychology and a Master's in Public Administration and is a Certified Law Enforcement Planner through the International Association of Law Enforcement Planners (IALEP). She was a recipient of the Alliance for Innovation Fellowship and assigned to the City of Los Angeles as well as an intern with the City of Casa Grande, AZ. She is the current President of IALEP – Southwest Chapter and the Vice President of the Arizona Police Accreditation Coalition. She has extensive experience in project management, performance measures, strategic planning, process improvement, workload analysis and development and served as lead in high profile projects.