



NCPEA

2023 ANNUAL SUMMER CONFERENCE

WILMINGTON CONVENTION CENTER
9 ESTELL LEE PL, WILMINGTON, NC 28401

MAJOR TODD JOYCE, 2023 NCPEA PRESIDENT



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OFF DUTY MANAGEMENT

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THE EXPERTS IN OFF-DUTY

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- Double Dipping

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– Chief Michael Soelberg
Gilbert, AZ PD

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ABOUT NCPEA

The North Carolina Police Executives Association (NCPEA) was incorporated on August 28, 1947. Since 1947, the association has hosted the state's largest annual law enforcement training conference. Did you know the North Carolina Chief of Police Association was developed during the annual North Carolina Police Executives Association conference in 1975?

The North Carolina Police Executives Association also assisted in developing the North Carolina Police Information Network. To make law enforcement and criminal justice decisions more effective, the individuals responsible for the operation of the agencies of police, courts, corrections, probation, and parole must be supplied with timely and accurate information about crimes, suspects, known criminals, and the instruments of crime. In the early 1960s, efforts were made by various law enforcement groups and agencies in the State to improve the information collection and dissemination process. By 1962, preliminary plans for creating a rapid information retrieval system had been formulated.

It was not until 1968, through the combined efforts of the North Carolina Police Executives Association, the North Carolina Sheriff's Association, and the Governor's Committee on Law and Order, that active efforts were made to utilize the services of modern computer technology in combating crime.

The North Carolina Police Executives Association works with educators nationwide to ensure quality and affordable training for police professionals throughout the state. NCPEA supports legislative initiatives conducive to delivering progressive and professional police services through direct membership outreach and participation (the NCPEA does not employ or contract with paid lobbyists).





thank you

Dear NCPEA Membership,

As President of the North Carolina Police Executives Association (NCPEA), and on behalf of our entire Executive Board, I would like to express my sincerest gratitude and appreciation for your ongoing support to NCPEA. It is precisely because of law enforcement professionals like you that make North Carolina the greatest state to live and work in.

I would like to thank you for allowing me to serve as President and to be a part of an organization that not only provides professional development opportunities but allows friendships to be created within this profession. I promise you that you will experience well-planned training agenda, great food, and the best summer location in North Carolina as I intend to keep that tradition going with this great conference.

No organization can sustain itself for long without a little re-invention and from the help of our great sponsors. I encourage you to visit our exhibit hall and see what opportunities are there to improve the operations of your agency. New leadership and new ideas are critical, so we're thrilled to welcome several new Executive Board Members, in which you will have the pleasure to meet throughout the conference.

I can not thank the Wilmington Police Department (WPD) enough as each year, WPD extends the warmest welcome to our members and provides us with such great hospitality which is essential to our network.

Yours Sincerely,

Todd Joyce

Todd Joyce, NCPEA President



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Eric Hartle
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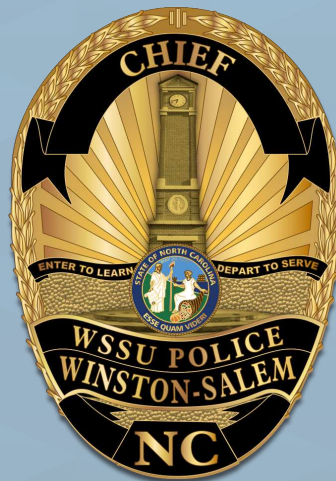
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Valerie Johnson
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COINS



PINS



PATCHES

CONTACT US TODAY TO START THE DESIGN PROCESS

Time	Sunday, July 16, 2023	Location
6:00 pm	The President's Reception This event is open to only registered guests of the conference. This event is in the Grand Ballroom of the Embassy Suite Hotel.	<i>Embassy Hotel</i>

Time	Monday, July 17, 2023	Location
8:15 am-8:50 am	Opening Ceremony	<i>WCC Grand Ballroom</i>
9:00 am-10:20 am	The Greensboro Police Department: The STAR Program This presentation discusses forming and implementing a successful co-response model to work with individuals in a mental crisis and their support systems. We will discuss lessons learned and key takeaways as we develop our program. You will be provided a road map for forming a collaborative Support Team Assisted Response (STAR) Program.	<i>Room 106</i>
9:00 am-10:20 am	Employment Law: Legal Liabilities for Law Enforcement The Office of Justice Programs published a white paper that stated that under State law, police supervisors might have direct liability to the public due to the act of a subordinate when the supervisor authorized, participated in, directed, or ratified the show or was present at the time the act was committed and could have prevented it but failed to do so. Vicarious liability involves indirect responsibility for what subordinates do due to negligence in training, hiring, assignment, supervision, direction, entrust, and retention. This course will provide vital information and practices on how to avoid those pitfalls.	<i>Room 108</i>
10:30 am-12:00 pm	Guardian Leadership: How to Hire & Keep Great People Law Enforcement is facing unprecedented challenges in recruiting and retaining quality personnel. While much focus is placed on hiring, there needs to be more emphasis on retention. It costs time and money to replace employees, especially productive ones. Having talented employees leave your organization can also cause strain on existing employees that have to take on extra work until those roles can be filled. Given this, retaining your top employees should be a priority. During this highly engaging session, we will explore the factors affecting your agency's ability to attract and retain great employees and what you can do about it.	<i>WCC Grand Ballroom</i>
12:05 pm	Lunch Chief Jerry Welch Exhibit Hall Event	Exhibit Hall <i>Lunch provided</i>

1:30 pm- 2:45 pm	NC Department of Public Safety: Active Shooter Preparation and Resources An active shooter is an individual actively killing or attempting to kill people in a confined and populated area. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. The NC Department of Public Safety has aided every active shooter case in North Carolina. It will provide best practices and resources for your agency's better preparation.	WCC Grand Ballroom
2:50 pm- 3:20 pm	The North Carolina Police Executives Association Board Meeting This meeting is open to all members of NCPEA.	WCC Grand Ballroom
3:30 pm- 4:00 pm	Duke Energy: A vital law enforcement partnership Duke Energy will provide ways that the partnership with local law enforcement can strengthen and aid against the substation attacks that have placed unnecessary hardships on our local communities.	WCC Grand Ballroom
4:00 pm- 4:30 pm	North Carolina Training & Standards The North Carolina Training & Standards will provide updates and upcoming changes that will aid your recruitment efforts to certify your agency's officers. This presentation will also include time for you to speak with the Director of Training & Standards and ask questions.	WCC Grand Ballroom
4:30 pm- 5:00 pm	North Carolina Justice Academy This session will speak on the mission and current initiatives of the North Carolina Justice Academy, which is designed to enhance the careers of criminal justice officers through research, education, and training. This session will also answer your questions and concerns about law enforcement education and training in North Carolina.	WCC Grand Ballroom
	Enjoy the City of Wilmington at your own pace!	
Tuesday, July 18, 2023		
8:15 am- 9:25 am	NC ATF: Internet & social media UC & Investigations This presentation will cover the methods and techniques used by the NC Alcohol, Tobacco, and Firearms to close investigations. Class participants would learn how the NC ATF can assist their agency with cases.	Room 106
8:15 am- 9:25 am	Lessons Learned: Leading your department in the aftermath of an Active Shooter! After the incident, the agency should conduct a debriefing involving essential personnel. The debriefing should identify potential areas of improvement and determine whether changes in operational protocols, policy, or training are warranted.	Grand Ballroom

9:30 am- 11:30 am	Dangerous Crossroads: Presented by the NC League of Municipalities The Dangerous Crossroads course examines the intersection of the First and Fourth Amendments about police-citizen interactions. It provides practical tips for dealing with situations where citizens legitimately exercise their constitutional rights and instances where the goal is capturing an adverse reaction from officers. Participants in this course will learn how to minimize legal and constitutional violations. This is a great course for all first-line supervisors (sergeants).	Room 108
9:30 am- 10:45 am	Crisis Communications: A plan of action for law enforcement agencies! Your agency is one incident or traffic stop away from a full-blown public relations crisis. How you decide to communicate with the media and the public is critical, and you'll only get one chance to do it right. This course provides excellent insight into law enforcement agencies. The elements presented in this class will help police chiefs, PIOs, and public safety executives improve their general communication skills while preparing for the worst, whether a critical incident or a public relations crisis.	WCC Grand Ballroom
11:00 am- 12:30 pm	Leadership Panel: How to avoid a consent decree! A consent decree is an agreement between involved parties submitted in writing to a court. Once approved by the judge, it becomes legally binding. Many law enforcement agencies are one incident away from facing a consent decree. Typical a consent decree will last a minimum of five years, during which the Department must demonstrate substantial compliance with the Decree's provisions. The Consent Decree is intended to promote police integrity within the Department and prevent conduct that deprives individuals of their rights, privileges, or immunities protected by the Constitution of the United States.	WCC Grand Ballroom
12:35 pm- 2:30 pm	Lunch Chief Jerry Welch Exhibit Hall Event Join us for some fun and lunch!	lunch provided
1:25 pm- 2:00 pm	Metro Chief Association Business Meeting	Room 107/ 108
6:15 pm- 7:00 pm	Cocktail Hour on the River Concourse Wilmington Convention Center Meet and Mingle with Colleagues from across the State of North Carolina!	WCC Grand Ballroom
7:00 pm- 8:30 pm	Awards Banquet: Grand Hall at the Wilmington Convention Center Wilmington Convention Center Join us for a night of entertainment award celebration in law enforcement— dress attire requirements: business, semi-formal, or after-five attire.	WCC Grand Ballroom

	Wednesday, July 19, 2023	
8:15 am- 9:45 am	NCPEA and our Federal Partners Join us for our close-out session with our federal partners. This session teaches about initiatives and resources to aid your current crime-fighting strategies. This session will also allow time for a Q & A Forum.	Embassy Suite Grand Ballroom

THANK YOU!



flock safety

We express our sincere gratitude for the Flock Safety sponsorship for this year's conference. Your sponsorship was a critical part of making this event a success.

Your sponsorship is a testament to your commitment to public safety. We are honored to have your support, and we look forward to working with you in the future. Thank you again for your generous sponsorship.

We encourage our attendees to visit **Booth #5** and learn how Flock Safety can assist your department.

—North Carolina Police Executives Association





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BIS DIGITAL INC. (40)

2023 EXHIBIT HALL

WHO'S HERE

EXHIBIT HALL

5.11 TACTICAL (23)

ALL TRAFFIC SOLUTIONS (27)

AMCHAR WHOLESALERS INC. (36)

AMERICAN UNIFORM SALES, INC. (20)

BAND OF HONOR (45)

BLUE LIGHT, LLC (18)

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DIGITAL ALLY (30)

dooble blue health (44)

ESSENTIAL PERSONNEL (9)

EXTRA DUTY SOLUTIONS (37)

FUSUS (26)

GALLS (31)

GARDNER-WEBB UNIVERSITY (19)

GLOCK (33)

GUNBUSTERS SOUTHEAST (38)

KONTEK INDUSTRIES (35)

MODERN AUTOMOTIVE FLEET AND COMMERCIAL SALES (1)

NC LAW ENFORCEMENT ACCREDITATION NETWORK (41)

NCSA COOPERATIVE PURCHASING PROGRAM (29)

NORTH CAROLINA WESLEYAN UNIVERSITY (39)

ONYX TALENT SOLUTIONS (43)

PROLOGIC ITS (21)

ROYCE PUBLICATIONS (24)

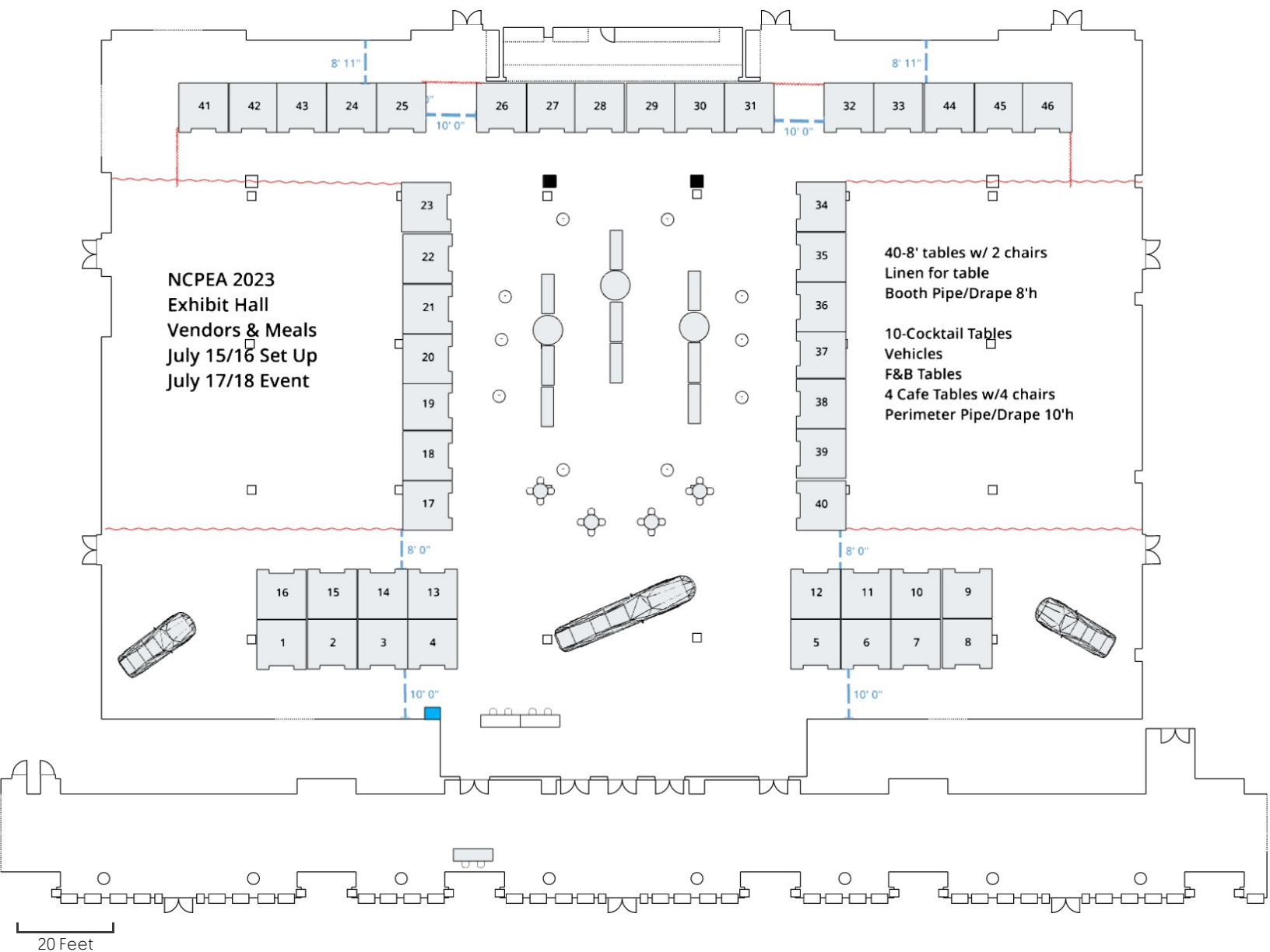
SHOTSPOTTER (22)

SPECIAL OLYMPICS (42)

STEWART-COOPER-NEWELL ARCHITECTS (28)












WESTERN CAROLINA UNIVERSITY (25)





Equipment List

[29 Total Tables, 22 Total Chairs]

	10 2.5' High Boy		46 10' X 10' Booth		1 30' X 6.4' Car
	12 8' X 30" Rectangle		4 12' X 0.33' Drape		1 2.46' X 3.19' Rectangle
	4 36" Round		4 60' X 0.33' Drape		2 2.48' X 2.48' Rectangle
	3 72" Round		2 17' X 6.4' Car		

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- Seamless Connectivity
- No need to add 3rd party VPNs
- Secure wireless network
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Camera Systems

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Continuing the lifelong work of Billy Graham, the Billy Graham Evangelistic Association exists to support and extend the evangelistic calling and ministry of Franklin Graham by proclaiming the Gospel of the Lord Jesus Christ to all we can by every effective means available to us and by equipping the church and others to do the same.

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About the Speakers

Julie Parker, CEO

Crisis Communications: A Plan of Action for law enforcement agencies!

Julie Parker's entire career has led to this moment as the CEO of her own consultancy, Julie Parker Communications. With deep experience in all facets of the media industry, she is uniquely positioned to guide government agencies, nonprofit and for-profit organizations through the intricacies of communications training. Her roles as an Emmy and Edward R. Murrow award-winning journalist in Washington, DC, as well as media relations director for two large police departments, honed Julie's skills in providing effective, timely and accurate reporting.

She is now called upon by such esteemed agencies as the Naval Postgraduate School and the FBI National Academy as a presenter and trainer. Most notably, Julie was brought in 30 days after the January 6th attack and successfully guided the United States Capitol Police through the media and social media aftermath. The transformative results did not go unnoticed as Julie and her team were doubly honored this year by the Ragan Crisis Communication Awards in the Reputation Turnaround Campaign and Government/NGOs categories.

It is just such success stories that led to a feature in the Washington Post highlighting Julie's work and the honor of providing written testimony on technology and social media for the President's Task Force on 21st Century Policing. Alongside her team of seasoned subject matter experts, Julie continues to provide this critical service to organizations no matter their size or communication needs. Connect with Julie on Twitter at @JulieParkerComm and on LinkedIn.

Assistant Special Agent in Charge Matthew J. O'Brien NCPEA and our Federal Partners

Mr. O'Brien is the Drug Enforcement Administration (DEA) / Assistant Special Agent in Charge (ASAC) for the DEA Raleigh District and Wilmington Resident Office. In this position, Mr. O'Brien leads four enforcement groups and intelligence personnel that handle domestic and international drug investigations that affect the Eastern half of North Carolina.

Mr. O'Brien began his career with the DEA in 2001 and has served in various roles over the 21+ years. Those roles included assignments in the New York Division, Special Operations Division, and Washington Division. Mr. O'Brien is a graduate of Georgetown University with a Bachelor of Science in Business Administration.

Assistant Special Agent in Charge Beth A. Boggess

NCPEA and our Federal Partners

Assistant Special Agent in Charge Beth A. Boggess entered duty with the FBI in March 2005. Upon graduation from the FBI Academy, she was assigned to the Denver Field Office, where she held assignments working on International Terrorism, OCDETF/Gang, and Public Corruption investigations. In February 2014, ASAC Boggess was promoted to Supervisory Special Agent. As a field supervisor, she managed the surveillance, aviation, and technical programs and the Rocky Mountain Child Exploitation and Human Trafficking Task Force.

In September 2017, ASAC Boggess was promoted to Team Leader in the FBIHQ Inspection Division. In this capacity, she led field office inspections to identify best practices, areas for improvement, and compliance. She also conducted Agent involved shooting incident reviews. In March 2020, ASAC Boggess was selected as the Assistant Special Agent in Charge of the Charlotte Field Office. In this role, she oversees all criminal investigations in North Carolina and the Hickory, Asheville, Greenville, Hickory, Manteo, Raleigh, and Wilmington offices.

Before joining the FBI, ASAC Boggess served for 13 years as a Police Officer, Detective, and Sergeant with the Charlotte Mecklenburg Police Department. During her tenure there, she graduated from the FBI National Academy in December 2002.

Special Agent in Charge Bennie Mims

NCPEA and our Federal Partners

Bennie Mims was selected in January of 2022 as the Special Agent in Charge of the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) Charlotte Field Division. As the Special Agent in Charge, Mr. Mims has executive management responsibility over all North and South Carolina ATF operations. Before his appointment to the Charlotte Field Division, SAC Mims served as Assistant Special Agent in Charge of the Chicago Field Division, overseeing all ATF enforcement operations throughout the Chicagoland area.

SAC Mims began his law enforcement career in 2001 in Texas as a Police Officer with the Dallas Police Department. In 2007, SAC Mims started his ATF career as a Special Agent in the Houston Field Division's McAllen Field Office. He later worked in the Miami Field Division's U.S. Virgin Islands satellite offices. In 2016, SAC Mims became a Group Supervisor for the Chicago Field Division and served as a Group Supervisor for three years until being promoted to Assistant Special Agent in Charge of the Chicago Field Division. A Texas native, SAC Mims holds a bachelor's degree in Criminal Justice from Southwestern Oklahoma State University.

Attorney Apollo Carey

Leadership Panel: How to avoid a consent decree!

Apollo has established a pristine reputation as one of St. Louis' go-to attorneys in providing advice and counsel to public entities, such as cities, school districts, and other political subdivisions in the state of Missouri and Illinois. He serves as an outside general counsel to these entities, regularly providing his clients with advice on a multitude of issues (and litigation) including, but not limited to, First Amendment rights/time, place & manner restrictions, the Missouri Sunshine Law and public information requests, procurement procedures, policy-making, vendor contract review, collective bargaining, election law, employer/employee relations, premises liability issues, employee benefits/qualified government plans, tax matters, real property acquisitions and divestitures, insurance matters, and regulatory matters.

Apollo is a natural in the board room and has considerable experience in preparing for public meetings, thinking quickly on his feet, navigating political waters, and easily communicating complex legal concepts to staff, employees, and elected officials. He has both the legal and personal skill set to manage the sometimes-delicate relationship between elected officials and staff members/employees.

Apollo currently serves as the City Attorney for Ferguson, Missouri, where he is helping provide advice and counsel to the City as it navigates the waters of federal oversight (Department of Justice) and compliance with the Ferguson Consent Decree in the case *United States of America vs City of Ferguson, MO* (4:16-cv-00180-CDP).

Apollo also serves as outside counsel for the Junior College District of St. Louis (St. Louis Community College). His prior public representation includes the City of O'Fallon, IL, Village of Glen Carbon, IL, City of Hazelwood, MO, St. Louis University, Blackburn College, and McKendree University.

Police Chief Jason Armstrong

Leadership Panel: How to avoid a consent decree!

Chief Jason Armstrong currently serves as the Chief of Police for the Town of Apex, North Carolina. Before coming to Apex, he served as the Chief of Police for the Ferguson Police Department (Missouri) and the Interim Chief of Police with the Forest Park Police Department (Georgia), where he started his career.

Chief Armstrong is recognized as one of the nation's top law enforcement leaders in community outreach & engagement and police reform. During his tenure with Ferguson PD, the department made significant progress on its federal consent decree with the Department of Justice. With his vast accomplishments and experiences, Chief Armstrong is a sought-after contributor for news affiliates, national and international media outlets, podcast platforms, documentaries, guest lectures, keynote speaker engagements,

training, and professional speaking events in leadership, police reform, and community engagement.

Chief Armstrong is a member of the National Organization of Black Law Enforcement Executives, The International Association of Chiefs of Police, and Fight Crime: Invest in Kids. Chief Armstrong currently serves on the Board of Directors for the North Carolina Association of Chiefs of Police, the Executive Board for the North Carolina Police Executives Association, the Chief's Advisory Committee for the North Carolina League of Municipalities, and he previously served on the International Association of Chiefs of Police's community policing committee. Chief Armstrong's professional accolades include the 40 Under 40 Award from the International Association of Chiefs of Police and North Carolina Central University. He also received the Distinguished Alumnus in Public Service Award from Columbus State University. Chief Armstrong holds a Master's in Public Safety Administration and a Bachelor's in Criminal Justice.

Leadership Panel: How to avoid a consent decree!

Retired Police Chief Cassandra Deck-Brown

Cassandra Deck-Brown led the Raleigh Police Department as the Chief of Police. In her 34 years of service, she navigated through the RPD ranks, often as the first woman or African American to assume a role or obtain a rank throughout her career. Cassandra implemented and oversaw high-profile initiatives and best practices, including nationally recognized programs that embodied community engagement and law enforcement best practices.

Ranging from a body-worn camera program to a Citizen's Police Academy, a Youth Summit, Reality-Based Training, community coalitions, and police analytics. With strategic planning on a department and municipal level, she has effectively forecasted budget needs premised on crime data, predictive policing models, and Intelligence-Led Policing.

Her leadership was instrumental in model policy formation for body-worn cameras, understanding the LGBT Community, unmanned aerial systems, and community policing, and designing a state-of-the-art 60,000-sf training facility and police museum. With executive oversight, she directed an organizational health and wellness program and developed services for the greater community specific to homelessness and mental health. As a Principal Consultant with Raftelis, Cassandra's focus on public safety becomes most relevant to reimagining policing in the 21st century.

Attorney Scott MacLatchie

Dangerous Crossroads

Scott MacLatchie is a Partner in our office in Charlotte, North Carolina, and he has nearly forty years of experience as a trial attorney, law enforcement officer, and consultant to law enforcement agencies. Scott has served as trial counsel for numerous law enforcement agencies on both coasts. He has defended class action litigation involving conditions at the Los Angeles County Jail, the nation's most extensive municipal jail system. He regularly handles cases in both federal and state courts at both the trial level and on

appeal. In addition to his active litigation practice, Scott also serves as a police attorney for six police departments in the Charlotte region. He also appears as an on-air commentator for Charlotte's ABC affiliate on high-profile law enforcement topics. Scott served 42 years as a reserve deputy with the Los Angeles County Sheriff's Department before retiring in 2021.

Attorney Scott Hart

Employment Law: Legal Liabilities for Law Enforcement

Scott has been practicing law in North Carolina since 1992 and has handled cases in state and federal court. He is a certified arbitrator and has been a mediator since 2005. He is a member of the American Board of Trial Advocates (ABOTA) and the Eastern North Carolina Inn of Court.

Throughout the years, Scott has been a very active member of the legal community, having served as President of the Craven County Bar Association, as a founding member of the Young Lawyers' Division of the NC Academy of Trial Lawyers (now Advocates for Justice), and as a member of the Board of Directors of the NC Association of Defense Attorneys. He is a representative of District 4 as a Bar Councilor for the NC State Bar and is a member of the Dispute Resolution Section Council of the NC Bar Association.

He has held an AV preeminent peer review rating from Martindale-Hubbell since 2013 and has been selected to NC Super Lawyers yearly since 2010. He has handled lawsuits, arbitrations, and mediations throughout the state. He is a member of the American Board of Trial Advocates, the Eastern NC Inn of Court, and the National Association of Distinguished Neutrals.



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NC State University is based in Raleigh, North Carolina, about halfway down the East Coast of the United States. Since 1887, we've strived to offer world-class teaching and research. Today, we're ranked in the top 1% of universities on the planet.

NC State is a land-grant institution, which means we have a duty to open the doors of education for everyone. We're a Research 1 university, recognized worldwide for our big ideas and bigger impact. And we're a public university – one that believes in community, equity, sharing what we learn and serving the greater good.



2023 NCPEA Executive Officers

President

Police Major Todd Joyce - Fayetteville Police Department

First Vice President

Police Chief Estella Patterson, Raleigh Police Department

Treasurer/ Secretary

Deputy Chief James Avens – Elizabeth City Police Department

Executive Board

Deputy Chief Alejandra Sotelo- Wilmington Police Department

Police Chief Johnny Jennings- Charlotte-Mecklenburg Police Department

Director Robert Schurmeier – North Carolina State Bureau of Investigation

Police Chief Brian James- University of North Carolina (Chapel Hill)

Police Captain Mark Rascoe – Burlington Police Department

Police Sergeant Jarrod Edmonds-Rocky Mount Police Department

Police Chief Jason Armstrong- Apex Police Department

Police Chief Roberto Bryan- Fayetteville State University

Police Chief Celisa Lehew- Chapel Hill Police Department

Police Chief Chris Leroy- Forest City Police Department

Police Lieutenant Kendrick King- Elon Police Department

Police Chief Chip Hawley- State Capitol Police

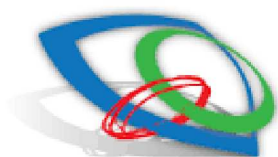
Police Captain James Golden- Greensboro Police Department

Dr. Jamie Wicker- Wake Technical Community College

Police Chief Chris Blue (Retired)

Joseph Graziano- NC League of Municipalities

Police Chief Jeff McCracken (Retired)



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