

The City of Allen (TX) Police Department

Presents

RECRUITMENT AND SELECTION of Law Enforcement Officers

Two Days with Nationally Recognized Law Enforcement Expert

RANDY MEANS

Identifying, Recruiting and Hiring the Right People to do Police Work



“Randy’s early experience as a military leader and three decades of full-time service to law enforcement gave him such special credibility with my staff that he could take them directly from learning to doing.

I personally have attended Randy’s training programs since the mid-1990s.”

Sheriff (Ret.) Doug Gillespie
Chief of Police
Las Vegas Metropolitan
Police Department



Randy Means, JD

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, past head of the national association of law enforcement legal advisors.

Author of two books and 100+ published articles on police law, risk management and leadership, he has 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.

He has spoken at ten IACP annual conferences, multiple annual conferences of the FBINAA and PRIMA, appeared on both the Law Enforcement Television Network and the FBI Training Network, worked in every state and trained a half-million police officials.

His work has been mentioned in the *Wall Street Journal* and featured on *60 Minutes*.

Son and brother of West Pointers, he himself was Operations Officer, then Executive Officer on a combatant naval vessel.

“Most of the pioneers in law enforcement risk management began by attending Randy Means’ training. During my tenure, his training was mandatory for our command staff, our internal affairs supervisors, and our advanced use of force trainers. In the legal/risk management field, he is the best.”

Commander (Ret.) Lee McCown
Los Angeles County Sheriff’s Department
National Award Winning
Risk Management Unit

“Randy Means has provided training and consulting services to more law enforcement agencies across America than anyone else I know of. Based on actual experience, he probably knows more about what American law enforcement actually does than any of the so-called ‘experts’, academic or otherwise.

His training is amazing.”

Reece Trimmer
Harvard Law School Graduate, Former Law
School Professor and nearly 40 year
full-time Police Legal Advisor

“A big part of my job over the years was to locate the finest trainers in America to teach for the organizations I served.

Randy is clearly one of the two best police legal trainers in the country.”

Lt. (Ret.) Eric Edwards
Former Police Legal Specialist,
Phoenix Police Department, and Past
Executive Director, Arizona Association of
Chiefs of Police

July 9 - 10, 2018

0800-1630 each day

City of Allen (TX) Police Department
900 S. Greenville Ave, Suite D, Allen, TX 75002

Who Should Attend?

All Senior Law Enforcement Leadership, HR Directors, City & County Attorneys
and others involved in supervision and management of hiring processes

“Randy Means has provided training and consulting services to more law enforcement agencies across America than anyone else I know of. Based on actual experience, he probably knows more about what American law enforcement actually does than any of the so-called 'experts', academic or otherwise. His training is something special.”

- Reece Trimmer

Harvard Law School Graduate
and nearly 40 year full-time
Police Legal Advisor

Consulting Services

Risk Management
Personnel Issues
Policy Review
Litigation
Expert Witness
Physical Fitness
Arbitration
Internal Affairs



Recruitment and Selection Of Law Enforcement Officers

Course Description

When a law enforcement agency hires the right person, things usually go pretty well from there. When we hire the wrong person, we're in for decades of misery, potentially. We get one chance (per hiring) to get this right. Beyond simply identifying and hiring the right person to be a law enforcement officer, the selection process is filled with potential legal and practical pitfalls – it's a veritable minefield. This program identifies those hazards and makes specific recommendations as to how this dangerous channel can be safely and effectively navigated.

Topics Include

Hiring Standards in General	Case Studies and Exemplary Discussions:
Character-Based Hiring	Written Tests
Better Background Investigations	Degree Requirements
Broad Recruitment Initiatives	Physical Fitness Standards
Discrimination Laws and Issues	Military Veterans Preferences
Disparate/Adverse Impact	Focused Recruiting as Tool of Affirmative Action and Enhancement of Diversity
Job Task Analyses and Validation Procedures	Medical Standards and Essential Job Functions
Affirmative Action Measures:	The Americans with Disabilities Act (ADA)
What's Legal and What's Not	Assuring Appropriate Communication Skills
“Reverse” Discrimination	Psychological Screening
The Civil Rights Acts of 1964 and 1991	

Other Available Seminar Topics

Advanced Leadership Skills Workshop	Federal Civil Rights Issues	Cultural and Human
Hot Topics for Police Administrators	Improving Your Policy Manual	Diversity Management
Critical Thinking and Decision-Making	Internal Affairs Nuts and Bolts	Supercharging the Criminal
Managing Police Ethics	Advanced Internal Affairs	Investigation Function
Mental Toughness: Optimum	Managing the Human	Criminal Interdiction for Patrol Officers
Tactical Mindset	Relations Function	Managing Use of Force
Managing Police Discipline	Physical Readiness Programs	Managing Emergency Vehicle
Liability Prevention and	and Standards	Operation
Risk Management	Emotional Intelligence	Effective Report Writing
Constitutional Sound, Bias Free Policing	Interpersonal Communication	Courtroom Testimony
Search and Seizure	Managing Police Personnel	Stress Management
Interview and Interrogation	Administration	Advanced Forensic Interviewing

Professional consultation and customized training programs to meet your specific needs available upon request.

Thomas & Means

A Law Firm

Dedicated to

Serving the

Law Enforcement Profession

Consulting Services

Risk Management

Personnel Issues

Policy Review

Litigation

Expert Witness

Physical Fitness

Arbitration

Internal Affairs

Integrity

Effectiveness

Accountability

Risk Management

Liability Prevention

A Variety of Line

Officer Training

Programs are

Available on a

Contract Basis.

Thomas & Means
Allied to Benefit
Law Enforcement



RECRUITMENT AND SELECTION of Law Enforcement Officers A Two-Day Workshop

July 9-10, 2018 -- 0800-1630 Each Day

Registration and Attendance

Five easy ways to register . . .

-Online at www.thomasandmeans.com; Click on "Upcoming Seminars"; Locate the Seminar and Location, and click on the location "Allen (TX)", choose "Register" at the bottom of the page.

-Call: 704-895-5694, Ext. 11

-Email: marissa@thomasandmeans.com

-Fax this form to: 704-895-9034

-Mail this form to: Thomas & Means, P.O. Box 2039, Huntersville, NC 28070

Recruitment and Selection of Law Enforcement Officers

July 9 - 10, 2018

Co-Hosted by the: City of Allen (TX) Police Department

Co-Host Agency Contact: Investigator Laura Gilmore, Professional Standards Unit

Phone: 214-509-4210 **Email:** lgilmore@cityofallen.org

Agency _____ Email _____

Address _____ Phone _____ Fax _____

City _____ State _____ Zip _____

Contact: _____ Rank/Title _____

Participants (including rank or position): Additional forms may be used for additional locations or participants

Registration Date: _____ Purchase Order # _____

Seminar Tuition: Registration fee for this two-day program is \$250.00 per person. A written confirmation of the registration will be sent to the contact name listed. Seminar fee includes all instructional costs and seminar materials. Payment (or purchase order) must be received in advance for admission to the seminar. Make checks payable to: Thomas & Means. **Additional Savings: Groups of three or more are \$200.00 per person.**

Refund and Substitution Policy: A refund, less an administrative fee of \$30.00 per person, will be issued upon receipt of a written request at least 10 business days prior to the seminar. No refund will be made for a cancellation received less than 10 days in advance. We will gladly apply a registration fee to any of our future seminars or products.

Substitutions may be made at any time.

Cancellation Policy: In the unlikely event of seminar cancellation, we will refund or credit your tuition fee.