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**John E. Reid  
and Associates, Inc.**

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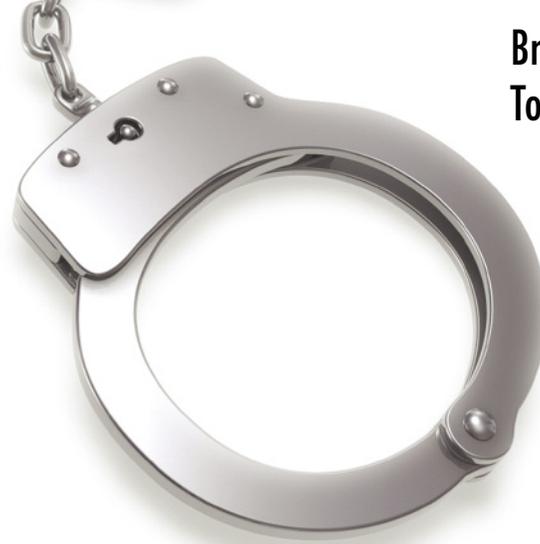
**INVESTIGATING USE OF  
FORCE FOR FIELD SUPERVISORS**

# INVESTIGATING USE OF FORCE FOR FIELD SUPERVISORS

A One-Day Training Seminar Presented by John E. Reid & Associates



Guaranteed to help your agency establish measures that will protect your officers and your community.



**Bring This Training Program  
To Your Agency**

Contact: Debbie Plese  
888-255-1635  
dplese@reid.com

## ABOUT THE SEMINAR

This training program was developed from working with agencies undergoing review by the U. S. Dept. of Justice.

The program is designed for Chiefs, assistant chiefs, commanders, lieutenants, sergeants, and supervisors - anyone involved in the review of use of force cases.

## IN THIS SEMINAR YOU WILL LEARN

- How to effectively and efficiently investigate use of force cases
- How to recognize and identify the subtle clues often overlooked in the investigation
- How to avoid common pitfalls in police practices, including tactical and training issues leading to pattern and practice claims and civil rights investigations



Chief Charles Gruber

Chief Gruber's career in law enforcement spans more than 36 years with 30 years as a Chief of Police. He is Past President of the International Association of Chiefs of Police (IACP), the Illinois Association of Chiefs of Police and was appointed U.S. Monitor for the U.S. Virgin Islands Consent Decree in June of 2014.

Chief Gruber was appointed by the federal district court as part of a team of legal and policing experts to monitor compliance with the negotiated settlement agreement between the City of Oakland, California and private plaintiffs pertaining to pattern and practice claims filed against the Oakland Police Department. Concurrently, he is retained by the U.S. Department of Justice Civil Rights Division to investigate alleged pattern & practice abuses in several police departments. Like much of Chief Gruber's work, the DOJ reviews include assessments of numerous officer-involved shootings and use of force issues.

Chief Gruber holds a Bachelor's Degree in Psychology and received his Master's Degree in Police Administration. He is a graduate of the FBI National Academy, Law Enforcement Executive Development Seminar, National Executive Institute, and the Southern Police Institute at the University of Louisville.

Chief Gruber is a decorated law enforcement executive and has received many distinguished service awards. While heading the Shreveport Police Department, he received national attention for his leadership role in preventing use of force by his officers while containing a two-day riot within the city. Chief Gruber was awarded the Paul Lynch Award for his contribution to the advancement of Shreveport's civil rights movement by containing and de-escalating the riot without resort to force. He has been the recipient of numerous other awards including Law Enforcement Officer of the Year by the U.S. Marshals Service, and the International Association of Chiefs of Police Civil Rights Award.

## TOPICS

- What Constitutes Deadly Force
- Phases of a Use of Force Event
- Organizational Factors that Influence a Dept.'s Use of Force Experience
- Supervision and Use of Force
- Court Decisions Re Use of Force
- Use of Force Investigation Procedures
- Negligence Issues (Appointment, Retention, Assignment, Entrustment, Failure to Supervise, Failure to Train and Failure to Direct)
- Factors to Consider in Determining if Force was "Objectively Reasonable"
- Decision Point Analysis
- Case Studies

Each student will receive a Certificate of Course Completion, a training manual, and a set of sample report forms specially designed by force experts that include:

*Officer Defensive Action Report*  
*Supervisor Inquiry of Officer Defensive Action*  
*Model Use of Force Policies*

This training is conducted as an in-house training seminar, the all inclusive price to train up to 35 participants is \$6,000. If you would like to bring this training to your agency please Debbie Plese at 888-255-1635 or dplese@reid.com. We ask your agency to provide a training room or facility with the necessary audio-visual equipment.

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*"Content of course was good & informative instructor. Necessary topic that all supervisors should have training in."*

Richard Sexton, LtSgt. - Boston Police Department

*"Great delivery by a 'police officer.' Honest and open minded."*

Sgt. Michael Ledoux - Nashua, NH

*"I would like to take this opportunity to commend Chief Chuck Gruber for his professionalism and expertise on his recent presentation to the Rockford Police Department. Chief Gruber spent two-and-a-half days instructing on "Use of Force" to our Senior Command Staff, Supervisors, as well as Attorneys from the City of Rockford Department of Law, Winnebago County States Attorney's Office, the Police Benevolent and Protective Association Unit 6 Board Attorneys and members. I received numerous positive comments on Chief Gruber's knowledge of subject matter and his connection to the class."*

Chet Epperson - Rockford, IL

*"Excellent class one of the best I have been to in years I will recommend to all of my supervisors."*

Commander Guy Hoffrage - Addison Police Department

*"I would like to take this opportunity to comment and thank you for allowing our department to host The Reid Program "Investigating Use Of Force for Supervisors". The class was very well received by all who attended. Chief Charles Gruber did an outstanding job delivering the program. Chief Gruber provided a tremendous expertise and personal experience."*

Lieutenant Daniel Fitzgerald - M.B.T.A. Transit Police Department

*This was the best "Police" course I have taken. Mr. Gruber was very knowledgeable on the subject - Good Integration of videos*

David Alatorre - Hamilton Police Department

*The overall content was excellent and will be used daily! The instructor, Chief Gruber, was great!*  
Brian Sigman - Wichita Police Department KS2011