

Christopher J. Winter, Sr.

Over 35 Years in Law Enforcement

- **Cape May County Sheriffs Office**
 - Coordinator of Professional Standards
- **Lower Township Police Department – Lieutenant /Administrator**
 - Law Enforcement Accreditation Manager
 - Detective Bureau Commander
 - Risk Management Coordinator
 - Personnel and Policy Development
- **Executive Board Member NJ Public Safety Accreditation Coalition**
 - Mentor to NJSACOP Accreditation Program Director
- **NJSACOP Certified Accreditation Assessor/Instructor**
 - Over 150 Police Agencies



TRICO RETREAT July 27-28,2022

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RECENT INITIATIVES



➤ POLICY / PRACTICES:

- POLICE AGENCY TOURS

- POLICY REVIEW HIGH RISK AREAS:

- Property and Evidence Function
- Internal Affairs Process
- Early Warning
- Use of Force
- Secondary Employment
- DVA with Officers
- Emergency Response
- Harassment
- Pre-Employment
- Pursuits
- Training
- Dealing with people who have Mental Illness or Emotional Disturbances



Policy / Practices *Cont'd*

RISK MITIGATION STRATEGIES

- Risk ID: Services and assets that could cause loss.
- RISK EVALUATION: How often they occur - how severe?
How thorough is the process?
- RISK TREATMENT: Examine ways to handle risk by prevention of accidents and minimizing losses after an accident.



→ REVISIONS:

- What needs to be revised regarding policy and procedure, training, reports / documentation of an incident.
- Administrative / Meaningful Review
- Actions



“Training Overview”

(1) REPORT WRITING

- ❖ CASES REVIEWED REVEALED THE NEED FOR TRAINING
- ❖ REVIEW OF THE BASIC PRINCIPLES
- ❖ ADVANCED TECHNIQUES TO CREATE A DOCUMENT THAT PROVIDES INFORMATION THAT WHEN READ PROVIDES AN ACCURATE DESCRIPTION OF THE INCIDENT
- ❖ LITIGATION CONSIDERATIONS



REPORT WRITING

Cont'd

- Officer reports are the foundation of the successful investigation and prosecution of a crime
- Camera vs. Video
- Establish accurate fact pattern of incident
- Include Exculpatory Evidence



(2)MANAGEMENT OF AGGRESSIVE BEHAVIOR (MOAB)

- In depth training program to train individuals how to recognize, reduce, and manage violent and aggressive behavior
- Principles techniques and skills outlined
- Provide effective and compassionate methods of dealing with anxious or aggressive people
- Reduce liability risk for inadequate, unnecessary, or improper control options used to control aggressive and violent behavior
- De-escalation techniques



Management Of Aggressive Behavior (MOAB) *Cont'd*

Methods of Communication

- ❖ Stages: 1 Anxiety
- ❖ 2 Verbal Aggression
- ❖ 3 Physical Aggression

Diversions

Cornering

Positioning: Multiple individuals



Management Of Aggressive Behavior MOAB (cont'd)

Statistics:

- ❖ Violence in Society
- ❖ Healthcare Facilities
- ❖ Law Enforcement
- ❖ Security



Critical Incident DeBriefing

- Agency Policy
- Mandatory vs. Optional attendance at session(s)
- PTSD

Recommendations:

- Mandatory
- Documentation of all personnel attending
- Who conducted the session(s)



Critical Incident DeBriefing

Cont'd

- ❖ **(CISM) Critical incident Stress Management ;**
 - Promotes resiliency and recovery for first responders

Several types of CISM Interventions:

- Pre-Crisis Preparation
- Defusing Sessions
- CIS Debriefings
- One-on-One Crisis Intervention / Psychological Support
- Family Crisis Intervention
- Follow-up and referral mechanisms



Critical Incident DeBriefing

Cont'd

❖ Who to use for this type of debriefing? Suggestions

- Psychologist
- Crisis intervention groups with qualifications
- Trained Counselors
- Resiliency Officers (Assistance to Professional)
- The New Jersey Critical Stress Management Team (NJ CISM)
- Cop-2COP
- Confidentiality



Transitional Duty Challenges

- Benefits
 - A method to manage work absences relate to an eligible condition quickly, effectively, and fairly with considerations to the employer and employees needs.
 - To return the affected employee back to full duty as soon as possible.
 - Costs / Claims Savings.

Assignments / Examples

- Work in Records
 - Assist with Expungements
 - Record purging (NJ DARM)
 - OPRA request

Property and Evidence

Assist Supervisor as determined (office assignments)

Walk -in complaints: (depending on physician note\$

Desk Duty / Assist Detectives / Assist Accreditation Manager



QUESTIONS???

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