

Cambridge Police Union Leadership Seminar 2018

April 19-22, 2018

PRESENTED BY:

Elaine Bernard, Ph.D., Labor and Worklife Program

Cynthia Brown, PubSecAlliance

Michael Parker, The Parker Group




The **Parker** Group

Thursday, April 19, 2018
1:00-3:00 pm: Registration

3:00 - 5:00 pm: Welcoming Reception:
Courtyard Marriott
777 Memorial Drive, Cambridge, MA 02139
Hosted by AXON (formerly TASER International)

6:30 pm: Open Bar followed by New England Style Clam Bake
Summer Shack, 149 Alewife Brook Parkway (Alewife Station) Cambridge
Transportation: Take a cab, UBER or subway (Red Line) from the Harvard Square station outbound to Alewife Station. Summer Shack is at the Alewife stop.
Hosted by AXON

About AXON - Your Host:
The Axon Network connects people, devices, and apps to protect life in all regards. From our TASER smart weapons, to police body cameras, to our industry-leading cloud-based evidence management software, we are the world's premier public safety company and are committed to delivering safe, secure solutions for law enforcement, militaries, and citizens alike. **We are Axon.**




Protect your community – and your data.

The Axon network keeps you secure in every sense.

More than 6,000 agencies trust us with their most important data. Why? From our people to our practices and products, security is our top priority. Every employee is trained and screened. Every practice meets or exceeds national security standards. And every product is designed with security in mind.

Learn more at axon.com/trust



Friday, April 20, 2017
All classes for the seminar will be held in the Ballroom Room at the Courtyard Marriott, 777 Memorial Drive, Cambridge, MA

8:00 - 9:00 am: Hot Breakfast

9:00 am - 10:30 pm: Welcoming Remarks and Introductions
Chaired by *Elaine Bernard*

A spokesperson from each association will share the most pressing challenges facing the organization. Everyone will be eager to hear what is happening at your agency with pensions, understaffing, recruitment and retention, body cams, contracts, initiatives to improve the relationship between the police and the community, conflicts between ICE and local law enforcement, and how you are using digital technology to get your story out and improve the lives of your members. Please tell us the stories about what didn't work – that can be the most valuable information. You can help your colleagues keep from making the same mistake. And if your association is looking for advice on a particular issue mention it so people with the same experience can reach out to you during the conference.



Elaine Bernard is a senior research associate with the Labor and Worklife Program at the Harvard Law School. Widely regarded as a leading expert in the history of unions and the valuable role they play in

curbing income inequality and building a vibrant, financially secure middle class, she is the former executive director of the Labor and Worklife Program at Harvard Law School and the Harvard Trade Union Program. Since 2009, Bernard has also been the academic director of an Executive Leadership Program for Canadian police unions, sponsored by the Canadian Police Association and the University of Ottawa Telfer School.

10:30 - 10:45 am: Coffee Break

10:45 am - 12:00 pm

Social Media and Digital Communications: Using Digital Technology and Social Media to Communicate with Your Citizens and Your Members.

Presenter: Michael Parker, Commander LASD (Ret.), CEO, The Parker Group

Are you sharing the news when your members do great work? Is your message getting through to others or are you talking to yourself? Are you using images and video to get your message out to everyone who needs to hear it? Are you posting every day? Are you inviting comments but moderating them? Mike Parker saw early on that rapid advances in social media and instant communications were an opportunity for agencies and associations to get their message out directly to the members and the community. He will give you helpful tools for what you should and should not do through real life examples of failures and successes using social media, websites, and media outreach from across the nation. Please feel free to share your successes and *failures* with the class.



Michael Parker created and implemented the internal and external communications and social media strategy for the Los Angeles County Sheriff's Department (LASD) from 2009-2014. After 32 years of service he retired in 2017 as Commander of the LASD Personnel and Training Command, with oversight of Recruitment, Testing, Backgrounds, and Hiring, in addition to Recruit and Advanced Officer Training. 1,040 sheriff's deputies and 143 police officers graduated the Sheriff's Academy in his last two years with the LASD. He has published more than 100 articles, and presented at 100 conferences to policing and government officials from hundreds of agencies and 58 countries. In 2012 he received the "Community Preparedness Heroes Award" from the Federal Emergency Management Agency (FEMA), and in 2013 he received the "Community Preparedness and Resilience Champions of Change Award" from the White House. He is now an independent consultant. www.TheParkerGroup.org

12:00 - 1:00 pm: Lunch

1:00 – 2:30 pm

Everything You Need to Know About Pay, New Tax Law, Body Cams, FLSA, the Garrity Rule and more

Presenter: ***Will Aitchison***

In this session, ***Will Aitchison***, one of the nation's most influential attorneys representing law enforcement unions and associations, will review important legal developments over the last year, including case law concerning body cameras, cell phones, the Garrity rule, Brady lists, the Janus case and fair share, the future of *Garcia v. San Antonio Metropolitan Transit Authority* and the Fair Labor Standards Act. He will also review wage and benefit settlements among the country's largest police departments, and the health insurance/union dues/equipment allowance implications of the Tax Reform law.

Will Aitchison is a Portland, Oregon attorney who has represented over 100 law enforcement and firefighter labor organizations. He is a veteran of hundreds of public sector labor negotiations and has handled dozens of FLSA lawsuits for law enforcement officers, recovering over \$100 million in damages. Mr. Aitchison received his law degree from Georgetown University and is the author of eight books on public sector labor matters, including *The Rights of Law Enforcement Officers* (7th Edition), *The Fair Labor Standards Act* (5th Edition), and *Collective Bargaining*. Will also acts as a negotiations consultant for law enforcement labor organizations.



2:30 - 3:15 Coffee Break

3:15-4:15 pm:

Surviving in a Right to Work State

Presenter: Ken Crane, President

Phoenix Law Enforcement Association



The Supreme Court of the United States is about to decide whether public sector unions with automatic dues collection policies are violating employees' rights to free speech. This means that many jurisdictions that are "closed shop" will be forced to transition to "right to work." This has caused many police associations that have had a steady stream of automatic dues paying members to rethink strategies and tactics about how they can continue to retain their current members and recruit new ones. This will not be easy when they have to voluntarily pay dues to the union. Arizona has always been right to work and PLEA has never known anything other than the right to work environment and they have survived. During the hour, Ken will share the recruiting presentation they show to their new officers coming out of the academy in order to get them to join PLEA. You will also learn about some other motivational tactics PLEA uses that have helped grow their membership.

Ken Crane is the president of the Phoenix Law Enforcement Association.

He has been with the Phoenix Police Department for 29 years and has been a union member since day one. He has been actively involved in his police association for the past 24 years in a variety of positions including shift representative, board member and serving on the Association's executive board for the last eight years in the positions of Secretary, Vice President/Grievance Chair and now as the Association President where he is currently in his second term.

4:15 - 5:15 pm

UCOPS: Your Chance to Build Relationships and a Unified Voice

Presenters:

Daryl Turner, President, Portland Police Association

Paul Kelly, President, San Jose Police Officers Association

Martin Halloran, President, San Francisco Police Officers Association

Robert Harris, Director, Los Angeles Police Protective League

Today there is a perception problem and an identity crisis in law enforcement. Our ability to do the job of policing well and safely is on the line. Community policing, body cam policy, recruitment and retention, training, and safety are priorities in police departments nationwide. Many of our communities are facing livability issues caused by the lack of affordable housing and homelessness, sparse mental health resources, and the opioid and drug crisis. Heightened racial and political tensions make headlines every day. The media consistently polarizes law enforcement issues – you’re either pro-police or anti-police. Now is the time for balanced, common sense, community-focused policing that prioritizes the safety of our communities AND our officers. The United Coalition of Public Safety (UCOPS) is a unified voice with a vision to impact the national discussion on law enforcement in a dynamic and positive way to bridge the gap between officers and the communities they serve. In this session, four leaders of big city police unions will talk about what inspired them to found the organization and why your association and members should become a part of this exciting new venture.

Daryl Turner attended Central Washington University and is a United States Army Veteran. He began his career with the Portland Police Bureau as a uniform patrol officer in 1991 and over the years has been a part of the Gang Enforcement Team, Drugs and Vice Division, and Training Division. He was elected to the Portland Police Association (PPA) Executive Board in 2000 and is now serving his 4th term as PPA President. In 2015, he launched the Oregon Coalition of Police & Sheriffs and serves as President advocating on behalf of Oregon law enforcement in the state legislature. He is proud to be the first president of the United Coalition of Public Safety, establishing an organization that brings together law enforcement nationwide in a unified voice. A 1998 recipient of the Portland Police Bureau Meritorious Service Medal for Valor and a 2006 recipient of the Optimist Club Memorial Officer of the Year Award showcase Daryl’s commitment to excellence in policing and over 40 letters of commendation prove his dedication to protect and serve his community.



Marty Halloran is the president of the San Francisco Police Officers’ Association. A native of San Francisco, Marty joined the San Francisco PD in 1989 and has served in numerous uniform and plainclothes street assignments as an officer, sergeant, and inspector. Marty became actively involved with the San Francisco POA during the citywide elections of 1992 when binding arbitration and collective bargaining for police officers was on the November ballot. After the terrorist attacks of September 11, 2001, Marty was appointed chairman of the San Francisco POA NYPD Trust Fund which raised money throughout the City to help New York City-area law enforcement associations who lost members on that fateful day. Marty has served on or has chaired the Community Service Committee, the Scholarship Committee, the Negotiation Committee, and the Legislative Committee just to name a few. In 2017 Marty became the founding Treasurer of the United Coalition of Public Safety (UCOPS). The San Francisco POA has 2,200 active-duty

members, and another 1,400 retired members. The association represents all ranks up to commander. Marty has attended the Harvard Police Union Leadership Seminar for the last 12 years and has twice been a presenter at the Seminar.



Robert Harris has 18 years with the Los Angeles Police Department. His assignments have included patrolling the streets of South Los Angeles and plain-clothes work in a unit that specialized in the recovery of illegal firearms and large quantities of narcotics. Currently, Robert is a Director on the Board of the Los Angeles Police Protective League (LAPPL). Formed in 1923, the LAPPL represents the dedicated and professional sworn members of the Los Angeles Police Department. The LAPPL serves to advance the interests of LAPD officers through legislative and legal advocacy, political action and education.

Paul Kelly is in his 24th year at the San Jose Police Department. He was promoted to the rank of sergeant going on 13 years ago. Paul has worked in a variety of assignments, which include: Patrol, VCET Officer and Sergeant positions, Night Detective, FTO, Threat Management Supervisor, Domestic Violence Supervisor, and the Homicide Unit. He is currently assigned as a Sergeant in the Gang Suppression Unit (Formally VCET). Paul proudly took over as President of the San Jose POA in January of 2015. He previously worked as a director and part of the Negotiations Team for the Association.



6:30 - 9:30 pm: Cocktail Reception and Dinner
Loeb President's House, 17 Quincy St., Cambridge
 Take cab or UBER car to President's House
 Hosted by [Horace Small](#)

At **Horace Small**, there's no limit to the commitment we have when it comes to outfitting America's law enforcement professionals the right way. It's this unrelenting respect for the uniform that has driven us to deliver everything you expect from a uniform. Over the past 77 years, we have continually optimized, engineered and fine-tuned our designs so the uniforms we make - like the men and women who wear them - are built for the call, ready to perform their duty, and suited for the ultimate act of service. You'll find it all at Horace Small.

LEARN MORE AT HORACE SMALL.COM

Horace Small® a brand of W. Ingalls, Inc. ©2017 W. Ingalls, Inc.

Saturday, April 22, 2017

8:00 - 9:00 am: Hot Breakfast

9:00 - 10:30 am

Fake News & Public Finance: Cutting Through the Misconceptions

Presenter: Shelby M. Chodos

Adjunct Faculty in Public Finance, Harvard Kennedy School

Shelby Chodos, a public finance expert at Harvard's Kennedy School – and, according to your evaluations, one of the most popular presenters ever at the Police Union Leadership Seminar – is back this year to discuss the facts and myths of public sector finance. Since almost every law enforcement agency in the country is experiencing budget cuts, a recruiting crisis, pension problems and plummeting morale, this class is important and timely. Shelby will present the facts about state and local revenue and where these entities spend their money. A special focus will be on the ongoing fiscal and pension crises that he maintains, are caused primarily by legislatures' refusal to raise taxes and properly fund government services including pensions plans for police, fire and other city employees. Chodos will help you understand the ins and outs of the confusing world of public finance, with special attention on understanding how your city's bond ratings are determined and how to get the facts on your city's expenditures.



Shelby Chodos is an Adjunct Lecturer in Public Policy. He has taught state and local public finance courses at Harvard for more than a decade. He is a retired managing director of Commonwealth Capital Partners, Inc., a private investment firm in New England. After receiving his Master's degree from Harvard University's Kennedy School, he spent a decade on Wall Street, where he worked for a major investment banking firm. He has served as an expert witness before numerous legislative and administrative bodies on finance, economic development and pension investment. He received his Masters from Harvard's Kennedy School in 1982 on a full academic scholarship as the first recipient of a Truman Scholarship for his home state of Ohio.



10:30 - 10:45 am: Coffee Break

10:45 am - 12:15 pm:

What's Up With Millennials? Does Anyone Know How to Lead Them?

Presenter: *Jeff Lawrence*

Jeff Lawrence – one of the world's top leadership experts and a frequent presenter in the Police Union Leadership Seminar – will address a major threat to police unions today – generational indifference and what you can do as a union leader to turn this around. This session will provide a valuable opportunity to discuss the “millennial” issue - the largest demographic of your membership and will give the group a chance to discuss ways they are reaching out to the younger members to get them more involved and prepare them to take control when the time is right.

Jeff Lawrence is the managing director of Organizational Agility Advisors. He has served as an advisor to senior executives across multiple

sectors for over 25 years. In addition to his experience in the corporate, public and non-profit sectors, Jeff has taught leadership at Harvard University, Oxford University, the University of Warwick, and Northeastern University. Jeff's experience in the fields of personal, organizational, and business development help him bring a broad range of capabilities to his advisory work. He is considered a unique talent for his ability to help clients generate new insights and options in the face of even the most vexing situations. His most recent work has focused on helping senior teams in the technology, finance, healthcare, and government sectors increase their ability to adapt, respond and thrive in turbulent times. Prior to founding Organizational Agility Advisors, LLC, Jeff helped create and develop Cambridge Leadership Associates, a firm based on the Adaptive Leadership work of Ron Heifetz and Marty Linsky of Harvard University. Prior to his role at CLA, Jeff spent nearly 20 years in financial services, both in a corporate setting as well as starting and building two companies designed to help entrepreneurs build productive and agile businesses. A former Peace Corps Volunteer and Training Director in Southern Africa, he holds a B.A. in English and a M.A. in Counseling from Colgate University.

12:15 - 1:00 pm: Lunch

1:00 – 2:30 PM

A Game Plan to Survive These Crazy Times

Presenter: Ron DeLord

Ron DeLord, a former police officer, licensed attorney, and a highly regarded expert on public employee unions and labor issues, will discuss how police labor leaders can find a path to survival in an upside down world where at times it seems “the noise” from the media, politicians, community activists, and your own members are deafening. Is there a magic wand that can reverse the constant attacks on police use of force by community activists, make the media present a balanced view on why the police are trained to act in a certain manner, stop the paradigm shift from defined benefit to defined contribution pensions, restore the political power that seems to be eroding as more and more elected officials pushback against union demands, or educate our own members as to the new reality and set realistic expectations? The simple answer is NO. It seems like there is no light at the end of the tunnel. The pressure is growing from the rank and file for their union to stop “the noise.” Numerous police union leaders have suffered defeat for re-election last year due to the restlessness from the members. Ron will discuss viable options for a police union leader to deal with each and everyone of these challenges and find a path to survival.



Ron DeLord served as a police officer in Beaumont and Mesquite, Texas from 1969 to 1977. Ron was elected to ten, three-year terms as president of the Combined Law Enforcement Associations of Texas (CLEAT), a statewide labor organization. He later served as executive director of CLEAT (2007-2008) and special counsel until he retired in July 2013. He has a labor consulting firm that provides seminars, training, negotiations and organizational strategies for public employee unions. Ron has a Bachelor of Science degree in Government from Lamar University (1971); a Master of Arts degree on Police Science and Police Administration from Sam Houston State University (1982); and a Juris Doctorate from South Texas College of Law (1986). He has been a licensed Texas attorney since 1987. Ron is a graduate of the 10-week Harvard Trade Union Program. He is a prolific author.

2:30 - 3:00 pm:

Coffee break and group photo shoot

3:00 - 4:00 pm:

Strategic Planning – You Owe It To Your Members

Presenter: *Dr. Elaine Bernard*

If you don't know where you are going, any road will do but you may discover that you have little control over where you end up. In today's world, where all organizations and institutions are planning (and where many of their plans include actions that will impact on your union and your members) a union without a strategy and a clear vision of what it wishes to achieve is not likely to be successful.

All too often unions simply react to management and government initiatives, or seek short-term objectives. Most unions do some planning mostly around a schedule dictated by their regular duties: handling grievances, contract negotiations, regular meetings, elections, political lobbying, conventions and various other activities which are all part of the regular demands of union life. ***But this is a calendar of events and not a strategic agenda.*** Strategic planning means looking beyond these important activities and analyzing your situation to develop long-range goals, and the working out the specific steps to get from where you currently are to where you would like to be.

Strategic planning is charting a course to organize what you have, to acquire what you need, in order to get what you want - all for your members.

4:00 – 5:00 pm

Could Our Members be the Biggest Challenge?

Presenters:

John Rivera, President, Florida PBA; Former President, Dade County PBA

Gary Delagnes: Former President, San Francisco POA

This class will focus on one of the biggest problems police union leaders face – their own members. Probably everyone attending this conference has grappled with members who are disloyal, plotting, obstructionist, and negative . . . the list goes on and on. But as a union leader, you can turn it around. In this session the panel will lead a discussion on how to change these attitudes and garner more support, enthusiasm and loyalty of the members. You will relate to the stories of fabulous contracts that were voted down, dedicated leaders who lost their election despite a great track record, and the petty disloyal acts that wear down the morale and hurt the work of the association. Feel free to offer your own solutions to this difficult problem that others can take home in implement in their own organization.

Gary Delagnes, the former president of the San Francisco POA and a highly regarded police union leader, helped to negotiate one of the best contracts in San Francisco PD history only to have the members vote it down. Gary will talk about how difficult it was to accept the vote which he viewed as an act of extreme disloyalty and stupidity. It was an event that led him to quit his job serving the membership. Gary still works for the POA but now lobbies for law enforcement and the POA on both the local and state level. Gary was born and raised in San Francisco. He graduated from the University of San Francisco on a baseball scholarship. He spent 35 years with the San Francisco PD – 10 years in patrol, 3 years in the tactical division, and 12 years in narcotics. His last ten years on the job he served as president of the San Francisco Police Officers Association after serving 14 years as vice president. During his tenure at the POA he was instrumental in



negotiating six contracts. Those contract negotiations resulted in bringing San Francisco officers from 92nd in pay in the state of California in 1991 to the highest paid major police department in the United States in 2012. Has attended 15 Harvard seminars and helped build the San Francisco POA into one of the most powerful and influential police unions in the country. He retired in 2013 and now serves as an advisor to president Marty Halloran and a political consultant to the union. Known for being very outspoken and aggressive, Gary has made many friends and an equal numbers of enemies over his 40 year law enforcement career.

John Rivera is the former president of the Dade County Police Benevolent Association and the current president of the Florida Police Benevolent Association. John has been a relentless crusader against the effort to privatize every aspect of the public sector – from schools, to prisons, to law enforcement. Despite being one of the most politically savvy police labor leaders in the country with a remarkable track record, in a shocking election result, John was voted out of office in January. He will share his analysis of what happened and if there was anything that could have been done to have a different outcome. During his law enforcement career, John Rivera has taken countless violent criminals off the streets. John has served the Miami-Dade Police Department since June of 1976. Rivera worked in the Organized Crime Bureau for more than a decade investigating cases involving organized crime and political and public corruption. He has been a politically savvy, aggressive and passionate leader. Whether it's defending his members anytime they are being scapegoated for a controversial incident, putting up a successful fight to stop the privatization of the public sector jobs (teachers, police, fire, corrections, etc.) and any other threats he's identified as harmful to law enforcement and his members - he fights back hard. Rivera was shot in the line of duty while thwarting an attempted armed kidnapping. In another incident John held a fellow officer who died in his arms after being shot –the big reason he's so adamant about never forgetting those who serve and protect.



6:30 - 9:30 pm

An Evening at J.J. Foley's, Historic Boston Pub Steeped in Boston Police History

117 E Berkeley St, Boston

Please take a cab or UBER to JJ Foley's. There is no public transportation to this venue.

Hosted by American Military University

An advertisement for InPublicSafety.com. The background is a dark, blue-tinted image of a police officer in uniform standing in a street. The text is white and yellow. At the top left, 'IN PUBLIC SAFETY' is written in large, bold, white letters. To its right, 'Relevant insights by the experts from American Military University' is written in smaller white text. Below this, a line of text states: 'INPUBLICSAFETY.COM is the go-to site for news, analysis, and commentary on issues relating to law enforcement and corrections.' In the center, a white box contains 'Trending Topics:' followed by a list: 'Counterterrorism Training for Police', 'Investigating the DarkNet', 'Managing Chronic Stress', and 'Career Transition'. Below the box, it says 'Join our free monthly webinars for police. Certificate of attendance issued, possible CEU credits' and 'Sign-up for our Law Enforcement Webinar Series at InPublicSafety.com/webinar'. At the bottom, it says 'Free Visor Cards.' and 'Order these quick reference guides to aid in response. Check out the topics at InPublicSafety.com/visor-cards'. The American Military University logo, featuring a white star and the text 'AMU American Military University', is at the bottom center.

*American Military University is the largest education provider to the U.S. Military. Founded by a Marine Corps officer, AMU proudly educates working adults in the defense, first response and national security communities. Our students are motivated, disciplined professionals who bring unique skills, experience and leadership to the classroom. AMU offers undergraduate, graduate degrees and certificates, as well as doctoral programs which are delivered in online format. Reach out to **Bob Elz** or **Tim Hardiman**, both on-site during the seminar to learn more about strategic partnering, custom-designed education and training*

programs.

J.J. Foley's lays claim to being the oldest family owned bar in America. Located between the crowded working-class neighborhood of South Boston and the upscale Back Bay area, Foley's was the historic epicenter of the Boston Police Strike. It was upstairs in Faye Hall on September 9, 1919, where the newly formed Boston Police Union voted overwhelmingly (1134 to 2) to strike.

Although the American Federation of Labor had issued charters to police unions in 37 other cities, and other police unions had previously gone out on strike, it was the Boston Police Strike that was one of the factors that led to the cultural and ideological divide between mainstream unionism and the police who established and joined social-fraternal clubs, associations and leagues.

Over the past few decades the area surrounding Foley's has been transformed from the seedy side of town replete with prostitutes, druggies and stench of urine to a gentrified neighborhood with all the trappings of an upscale destination. Through all of it, J.J. Foley's has remained the real deal. It is an authentic Boston Irish Pub with wood paneling, exposed brick, and a pressed-tin ceiling. In one of America's most historic cities, Jerry Foley and his son Mike who are the "third-and-fourth-generation owner-barkeeps" will welcome you to their historic establishment which 94 years ago, played a vital role in the police union movement.

Sunday, April 22, 2018

8:00 - 9:00 am: Hot Breakfast

9:00 - 10:00 am

Unions Made America Great. So Who's Trying to Destroy Them?

Presenter: Dr. Elaine Bernard

Collective bargaining and labor relations across America is in deep trouble. While public safety and law enforcement associations have generally held on to their members, unionization rates among private sector workers and now public sector workers like police, fire and teachers, have been in continuous decline. In this class **Elaine Bernard** will discuss why is this happening. What might be the long term impact of this wider decline in unionization and collective bargaining for police and law enforcement associations at the bargaining table and beyond? What does it mean for our communities. And maybe most important - is there anything we can do collectively to halt this alarming trend.

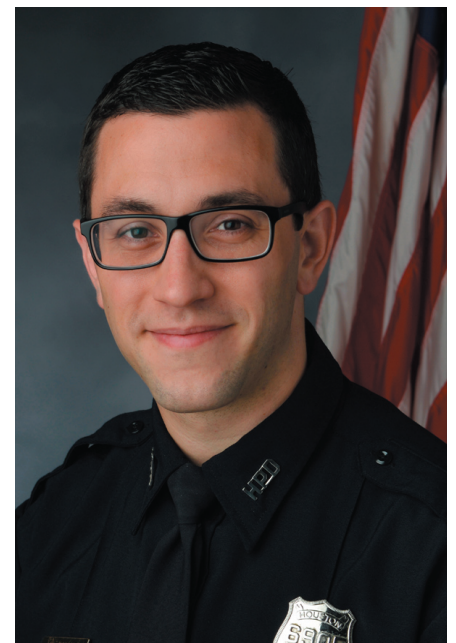
10:00-11:30 am

How to Get the Members Loving Their Union

Presenter: Joe Gamaldi, President

Houston Police Officers Union

We have a lot to learn from this police union that has put together one of the most comprehensive, eclectic programs for their members. The list of services they offer is extensive and even includes free cab rides home paid for by the union if the member has had too much to drink. **Joe Gamaldi**, the new president of the Houston Police Officers Union, has been very involved with the creation and implementation of these programs for many years which include a sophisticated communications outreach effort for both the members and the community. We guarantee you will leave this session armed with a lot of ways to serve your members better and build the strength, cohesiveness and enthusiasm of your union.



Joe Gamaldi attended the University of Hartford, where he earned a degree in Criminal Justice, with minors in political science and sociology. After graduation, Joe was hired by the NYPD in 2005 where he worked as an officer for 3 years. He then transferred to the Houston Police Department in 2008. Shortly after graduation from the academy, he completed his Masters Degree from Long Island University in Homeland Security Management. Officer Gamaldi is currently assigned to night shift patrol at North Station, but serves in a full-time capacity at the Houston Police Officer's Union. Officer Gamaldi is the chair of the Education Committee, the Ways and Means committee, and serves on the bargaining team for contract negotiations. He also coordinates the Safe Ride Home program. Joe founded the Houston Officers Peer Assistance (HOPA), and runs all the social media platforms for the HPOU. When he is not at work, Joe Gamaldi enjoys spending time with his wonderful wife Alexa, and their beautiful daughters Evelyn and Arissa.

11:30 AM-12:00 pm

Round up of seminar – discussion of which classes were helpful, which ones not so much. Plans for next year. Presentation of certificates.