



**MIDSIZE
AGENCIES**
Division



2019
ANNUAL REPORT

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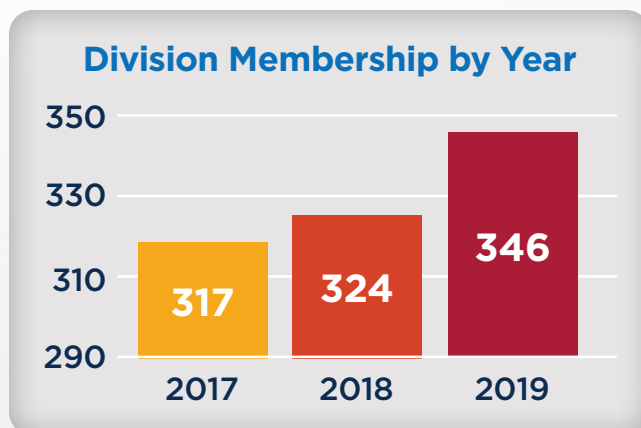
IACP
International Association of
Chiefs of Police

Midsize Agencies Division Overview

The **Midsize Agencies Division** (MSA) is one of four divisions within the International Association of Chiefs of Police (IACP). MSA is dedicated to providing a voice for members of law enforcement agencies comprised of 50 to 999 sworn officers.

The MSA Division membership includes individuals who represent all levels of leadership from law enforcement agencies around the globe. The division is committed to embracing and leveraging the special capacity and flexibility of these agencies to innovate and drive progressive change within the profession, with the goal of better policing worldwide.

The division also provides a forum for midsize agency leaders to share the unique challenges and opportunities in policing that emerge from departments of this size. Through in-person and online networking opportunities, the division facilitates valuable peer-to-peer exchange for members. In addition, the division works to keep current resources available and to translate existing resources for the midsize agency audience. Through this work, division members are able to engage in collective problem solving and shared successes to move their careers, their agencies, and their communities forward.



Midsize Agencies Division Executive Committee - 2019

GENERAL CHAIR: Sandra Spagnoli, Chief of Police - Beverly Hills Police Department (CA)

VICE GENERAL CHAIR: Ed Walsh, Chief of Police - Taunton Police Department (MA)

IMMEDIATE PAST GENERAL CHAIR: Paul Williams, Chief of Police - Springfield Police Department (MO)

SECRETARY/TREASURER: Frank Donchez, Chief of Police - Overland Park Police Department (KS)

INTERNATIONAL REGIONAL CHAIR: Neil Dubord, Chief of Police - Delta Police Department (BC)

MIDWEST REGIONAL CHAIR: Dave Zibolski, Chief of Police - Beloit Police Department (WI)

MOUNTAIN SOUTHWEST REGIONAL CHAIR: Jimmy Perdue, Chief of Police - North Richland Hills Police Department (TX)

NORTHEAST REGIONAL CHAIR: David Zack, Chief of Police - Cheektowaga Police Department (NY)

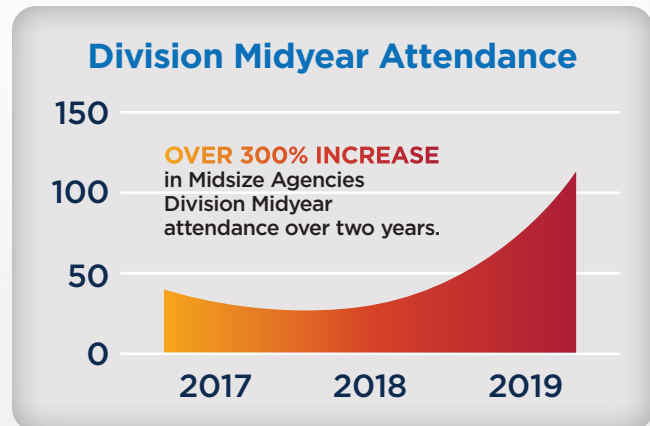
SOUTHEAST REGIONAL CHAIR: Kelvin Wright, Chief of Police - Chesapeake Police Department (VA)

WEST COAST REGIONAL CHAIR: Ken Corney, Chief of Police - Ventura Police Department (CA)

2019 Division Midyear

MARCH 24-26 | AUSTIN, TEXAS

The **2019 Division Midyear** brought together members from the Midsize Agencies Division, the Division of State and Provincial Police, and the Division of State Associations of Chiefs of Police to discuss critical issues facing the law enforcement community, identify best practices, and participate in several networking opportunities. More than 100 people attended the Midsize Agencies Division meeting, which provided a forum for information exchange regarding topics specific to midsize agencies (outlined below).



2019 Division Midyear Discussion Topics

- ➔ **Body Worn Cameras (BWC):** Research indicates that mid-size agencies are adopting BWC technology at lower rates than larger and smaller agencies, funding being the primary obstacle. Three panelists provided facts and figures in support of developing a program, continuing a program, or ending a program.

Deputy Chief Os Flores – *Arlington Police Department (TX)*

Chief David Zack – *Cheektowaga Police Department (NY)*

Lieutenant Michael Rowling – *Arlington Police Department (VA)*



- ➔ **Critical Incident Stress Management and Peer Support:** Panelists provided an overview of the Southeastern Massachusetts Law Enforcement Council Critical Incident Stress Management Unit – clinically supported, regional, law-enforcement-only model of peer assistance to help public safety personnel with critical incident stress management, mental wellness and addiction.

Chief Joseph Perkins – *Middleboro Police Department (MA)*

Patrolman Angelo Lapanna – *Middleboro Police Department (MA)*

Detective Robert Swartz – *Taunton Police Department (MA)*

- ➔ **Responding to Catastrophic Events:** Panel discussed three significant events that impacted local communities and first responders – California wildfires, Massachusetts neighborhood natural gas explosions and Houston’s Hurricane Harvey.

Chief Roy Vasque – *Lawrence Police Department (MA)*

Chief Ken Corney – *Ventura Police Department (CA)*

Chief Art Acevedo – *Houston Police Department (TX)*

- ➔ **First Responder's Perspective on the 2018 Santa Fe School Shooting:** Agency leadership discussed the incident, the area-wide response, and dealing with the aftermath of the event.

Chief Walter Braun – Santa Fe Independent School District Police Department (TX)

Assistant Chief Gary Forward – Santa Fe Independent School District Police Department (TX)

- ➔ **Transitioning and Sustaining Law Enforcement Organizations through Leadership Application:** This session looked at how development and implementation of one-by-one policing can transform the organizational culture and improve trust within the department and community. The panelists discussed how Leadership in Police Organizations (LPO) programs helped transform departments from crisis into high-performing teams with a positive and ethical culture.

Chief Jack Cauley – Castle Rock Police Department (CO)

Chief David Zibolski – Beloit Police Department (WI)

2019 Midsize Agencies Division Annual Business Meeting

OCTOBER 26 | 2019 IACP ANNUAL CONFERENCE & EXPOSITION | CHICAGO, ILLINOIS

The 2019 IACP Annual Conference & Exposition brought together several members from the Midsize Agencies Division to discuss critical issues and elect new members for the Midsize Agencies Division Executive Committee. During the business meeting, attendees heard from federal partners, including U.S. Customs and Border Protection and U.S. Department of Justice Office of Community-Oriented Policing Service and Office of Justice Programs.

- ➔ **Officer Suicide Panel:** Officer suicide is a critical issue for this Division, as 40% of the suicides happen in midsize agencies. The panelists provided key perspectives on officer suicide, providing important first-hand knowledge, information, and resources for those who may be impacted.

Chief John W. Morrisey – Kenosha Police Department (WI)

Karen Solomon – President, Blue H.E.L.P.

- ➔ In addition, the Division membership elected new Midsize Agencies Division Executive Committee members:

SOUTHEAST REGIONAL CHAIR

Chief Howard Hall, Roanoke County Police Department (VA)

WEST COAST REGIONAL CHAIR

Chief John Bruce, Richland Police Department (WA)



Contributions

Throughout the year, Midsize Agencies Division representatives provide subject matter expertise and valuable perspective to programs within the IACP and to external groups. This activity included:

→ **The IACP Board of Directors:** The IACP is an association of police leaders committed to advancing the policing profession by promoting leading practices, cooperative efforts, and the exchange of information among police administrators and other institutions and organizations. The IACP is governed by its members – who are represented by both elected and appointed leadership on the Board of Directors. The Board of Directors, who meet four times a year, has the authority to take all appropriate measures and perform all duties required to accomplish the objectives of the Association.

The Midsize Agencies Division (MSA) General Chair is an integral part of IACP’s leadership, lending voice and thoughtfully deliberation to issues of importance to MSA, IACP, and the broader policing profession. Further, the MSA Vice General Chair serves as a non-voting, ex-officio member of the Board of Directors.

→ **Bureau of Justice Assistance – Criminal Justice Forecasting Group:** This group brings together executives from midsize law enforcement agencies and research partners to discuss trends, needs, and gaps impacting midsize agencies and identify opportunities to build capacity within those agencies and across the midsize agency network.

→ **The IACP Law Enforcement Policy Center:** The Policy Center identifies leading practices and provides sound guidance to the law enforcement profession to assist in developing policies for individual departments. Midsize Agencies Division members participated on several Policy Center working groups to help curate model policies, considerations documents, and concepts and issues papers on various topics, including:

- Volunteers (including the use of volunteers and volunteer program management and administration)
- Investigation of Allegations of Employee Misconduct
- Line-of-Duty-Death/Injury
- Crowd Management and Control
- Foot Pursuits

→ **IACP Police Facilities Planning Guidelines:** Midsize Agencies Division members worked to develop documents to provide law enforcement executives and project managers with a planning model applicable to all types and sizes of facility projects. These published guidelines outline the facility planning process and alert law enforcement executives to specific design and construction considerations.

→ **MADD Impaired Driving Law Enforcement Summit:** Attendees shared their struggles and their strengths in making drunk and drugged driving a focus of their agencies, and a priority in traffic enforcement.

→ **IACP Leadership Awards:** The IACP Leadership Awards Program is designed to recognize law enforcement professionals, volunteers, and partner organizations from around the world who demonstrate leadership through their commitment to service. Midsize agencies were represented by 11 out of the 27 awardees in 2019.

How to Join

If you are interested in elevating the impact of midsize law enforcement agencies around the globe, join the IACP Midsize Agencies Division today! All IACP members who represent agencies with 50 to 999 sworn are welcome and encouraged to join. For questions, contact your MSA Division regional chair or visit the website to learn more:

www.theIACP.org/working-group/division/midsize-agencies-division



▲ Midsize Agencies Division General Chair Sandra Spagnoli at an IACP Board Meeting.



▲ Midsize Agencies Division General Vice Chair Ed Walsh presents at the midyear meeting.



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