2026 LAW ENFORCEMENT MANAGEMENT INSTITUTE

ALASKA PUBLIC RISK ALLIANCE
•
ALASKA POLICE STANDARDS COUNCIL

About L.E.M.I.

Over the last two decades, law enforcement agencies and police officers have been the subject of intense public scrutiny. The very nature of police work lends itself to complaints and lawsuits.

Police officers must have a working knowledge of the developing laws relating to civil liability and discipline and must be aware that they may be held accountable for decisions made by a court having jurisdiction over them.

The course is structured to assist officers and agencies in assessing their level of risk-exposure by examining court decisions that have interpreted acceptable standards of conduct.

This course will cover:

- Hiring and Vetting New Officers
- Coaching, Counseling, Officer Supervision, and Officer Training
- Workplace Harassment, Hostile Work Environment Issues, and Workplace Conflict
- Body-Worn Cameras, In-Car Cameras, and Embracing Police Transparency
- Vehicle Pursuits and Vehicle Operations
- The Duty to Render In-Custody Medical Aid
- Use of Force

Details

Where: APD Training Academy
3760 W. Dimond Blvd.
Anchorage, AK 99502

When: April 6th-10th, 2026
8AM - 4PM AKST

Guest Speakers:

Matt Dolan is a licensed

attorney who specializes in training and advising public safety agencies in matters of legal liability, risk management and ethical leadership. His training focuses on helping agency leaders create ethically and legally sound policies and procedures as a proactive means of minimizing liability and maximizing agency effectiveness.

He serves as both Director and Public Safety Instructor with

Register online at LEMI Eventbrite

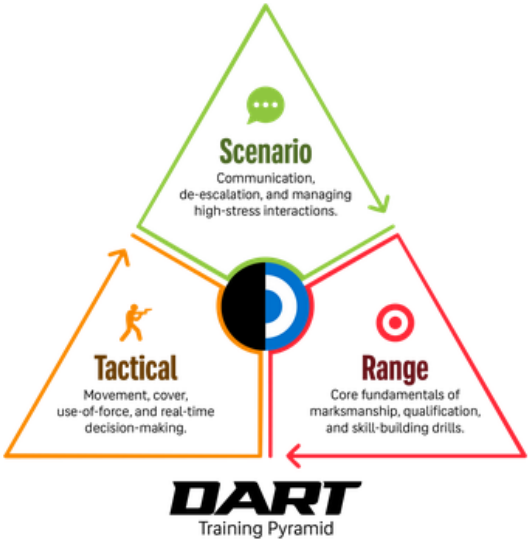
Hotel Registration: Dimond Center Hotel, 700 E Dimond Blvd, Anchorage, AK 99515

Registration online or call (907) 770-5000
$179 per night, plus tax. When booking online, please use code: ***Lemi2026***

Attendees are responsible for their own ground transportation to and from the APD Training Academy for this training.

Cost: Training is co-sponsored by APRA and APSC. There is a registration fee of $450 for this 32-hour APSC certified course. APRA members registration fee is $350. One-day registration fee is $125.

Questions? Call or text Greg Russell at 907-398-2770 or email police@alaskarisk.org.



Dolan Consulting Group . He has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability.

Dave Nielsen, VP of Sales & Business Development for DART MAX, has more than two decades of experience in public-safety solutions, simulation technologies, and operational training support.

Brian Gaynor is Digimation's Director of Training and started his career with FDLE as a Special Agent assigned to the Dignitary Protection Unit. He continues to stay active as a certified U.S. Department of State combat tactics contractor, providing training to foreign national tactical groups.

APRA
Alaska Public Risk Alliance

Alaska Police Standards Council

Law Enforcement Management Institute 2026

Anchorage Police Department Training Academy

	4/6/2026 (MON)	4/7/2026 (TUES)	4/8/2026 (WED)	4/9/2026 (THU)	4/10/2026 (FRI)
TIME	**Classroom 1 - Dave Nielsen**	**Classroom 1 - Matt Dolan**	**Classroom 1 - Matt Dolan**	**Classroom 1 - Matt Dolan**	**Classroom 1 - Matt Dolan**
8:00 - 8:30	**DART Demo**	**Registration / Welcome**	**Workplace Harrassment, Hostile Work Environment Issues, and Workplace Conflict**	**Vehicle Pursuits and Vehicle Operations**	**Use of Force**
8:30 - 10:00		**Hring and Vetting New Officers**			
10:00-10:15		*Break*	*Break*	*Break*	*Break*
10:15-11:45		**Hiring and Vetting New Officers (cont.)**	**Workplace Harrassment, Hostile Work Environment Issues, and Workplace Conflict (cont.)**	**Vehicle Pursuits and Vehicle Operations (cont.)**	**Use of Force (cont.)**
11:45-1:00	*Lunch - on your own*				
1:00-2:30	**DART Demo**	**Coaching, Counseling, Officer Supervision, and Officer Training**	**Body Worn Cameras, In-Car Cameras, and Embracing Police Transparency**	**Duty to Render In-Custody Medical Aid**	**Law Enforcement Ethics**
2:30 - 2:45		*Break*	*Break*	*Break*	*Break*
2:45-4:00		**Coaching, Counseling, Officer Supervision, and Officer Training (cont.)**	**Body Worn Cameras, In-Car Cameras, and Embracing Police Transparency (cont).**	**Duty to Render In-Custody Medical Aid (cont.)**	**Law Enforcement Ethics (cont.)**

Matt Dolan- Course Description and Course Objectives

Hiring and Vetting New Officers: Your greatest asset and your greatest liability are the people that represent your agency every day. As law enforcement agencies face a difficult recruiting environment and increased turnover, it is crucial to ensure that hiring and training practices address the legal, ethical, and public safety risks associated with hiring "warm bodies" in spite of discoverable red flags as it pertains to applicants' character, competence, and integrity. This training will provide an overview of best practices regarding the primary components of hiring and vetting new officers—including background investigations, the field training program, and the supervision of new officers in the probationary process.

Coaching, Counseling, Officer Supervision, and Officer Training: Law enforcement leaders, whether serving in a formal supervisory role, as field training officers, or as informal mentors in the field, have an *ethical* obligation to assist in officer development and a *legal* obligation to take action when other officers are potentially acting unlawfully. This training will assist law enforcement leaders in addressing officer performance issues for situations that necessitate informal coaching and/or formal counseling and discipline. For supervisors, this training will place a particular emphasis on the legal liability incurred by an alleged failure to reasonably supervise and train officers under your supervision.

Workplace Harassment, Hostile Work Environment Issues, and Workplace Conflict: Law enforcement professionals are held to a higher standard of conduct than most members of society in dealing with members of the public, and this standard is extended to the way that they treat one another on the job. Issues of workplace harassment and mistreatment not only damage morale inside the agency, but allegations of mistreatment in the workplace are likely to gain public attention due to the nature of police work.

Workplace harassment liability poses a substantial risk to public safety agencies in terms of **financial costs, organizational disruption, and *public trust***. It is vital to agency operations that all employees—and particularly supervisors—are familiar with their fundamental responsibilities under the law when it comes to preventing and confronting workplace harassment.

Body-Worn Cameras, In-Car Cameras, and Embracing Police Transparency: A new level of society-wide transparency for all members of law enforcement has accompanied rapid technological developments in recent years. In particular, the ability to record and livestream events as they occur and individuals' ability to engage in immediate and widespread public expression through social media has made countless interactions and conversations that were once private readily available for public view.

Significant liability and public trust issues are emerging due to the practical and policy challenges associated with body-worn cameras as well as the ease with which officers are recorded in the field.

This evolving landscape necessitates training that incorporates the latest statutory legal developments, court decisions and noteworthy case studies from throughout the country. This training will assist first-line supervisors in rank-and-file officers in following agency policy and common sense in engaging the public with these tools intended to enhance agency transparency.

Vehicle Pursuits and Vehicle Operations: High-speed pursuits, long a commonplace practice for officers throughout the country, are some of the most dangerous activities in which officers engage. In addition to the safety risks to officers, suspects and bystanders, these pursuits are also one of the highest liability activities that officers undertake. This training will discuss the sources of liability in pursuits, and vehicle operations more generally, under Federal law and State law

and examine cautionary examples as well as emerging best practices models from law enforcement agencies throughout the United States.

The Duty to Render In-Custody Medical Aid: One of the most significant sources of liability for law enforcement officers is triggered by allegations of a failure to render medical aid to arrestees, inmates, and others who are placed in officer custody in the line of duty. This liability risk is elevated as many officers see an increase in encounters with individuals suffering from mental illness, substance abuse, or both. This training will provide an overview of Federal law and State law as it pertains to the duty to render aid and the deliberate indifference standard in evaluating a reasonable officer's legal and ethical obligations to protect the health and safety of those in their custody.

Use of Force: Use of force in response to immediate threats to officer and citizen safety is a vital part of officer training and supervision. The most important consideration in developing use of force policy and training is safety—both for the public and for officers. Closely tied to this fundamental safety consideration is the necessity of acknowledging that when officers are perceived to have abused their lawful authority—public support suffers and liability is triggered.

On the other hand, a failure to appropriately utilize force to neutralize a safety threat before it escalates also triggers safety and liability ramifications. Supervisors are tasked with continuously reinforcing the importance of striking this balance for their officers in the field.

This training will focus on a discussion of the sources of use of force liability under Federal and State law, including the duty to intervene in the face of officer misconduct. Case studies will be utilized to clarify the liability associated with a failure to utilize force promptly and appropriately as well as the liability associated with excessive use of force.

Law Enforcement Ethics: In studying the most egregious cases of law enforcement misconduct and negligence in recent years that have led to lawsuits and loss of public trust and criminal charges against officers and much more, the core virtues of police ethics—including duty, empathy and selflessness—are woefully absent in these cases. After years of training intended to address police-community relations based on the particularities of a community or a citizen, it may be time to get *back to basics* and look to the human universals that do not change from zip code to zip code or based on race or ethnicity of the citizen an officer encounters.

In this training, issues of poor law enforcement operations and failures of risk management will be analyzed through the prism of law enforcement ethics. An overview of common ethical pitfalls including acts of commission, acts of omission, rationalization slope and bystander effect will be provided with the utilization of relevant case studies in ethical failures in law enforcement and the high costs associated.