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# UNDERSTANDING MICHIGAN POLICE DISCIPLINE AND DISCHARGE

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INSTRUCTED BY MICHIGAN LAW ENFORCEMENT TRAINING ASSOCIATES, LLC

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## WHEN

October 6th, 2015  
9:00 a.m. to 4:00 p.m.  
Check-in at 8:30 a.m.  
Lunch Provided

## WHERE

Walnut Hills  
Conference Center  
2874 Lake Lansing Rd  
Lansing, MI 48823

## FOR

Police Administrators,  
Supervisors and Officers

## INSTRUCTORS

Tim Gibbons, J.D.  
Brett Naumcheff, J.D.

## COST

\$200 Per Attendee  
MCOLES/302  
APPROVED

FOR MORE INFO  
OR TO REGISTER  
GO TO

[www.micoptraining.com](http://www.micoptraining.com)

or  
CALL

(855) 738-5529



## TOPIC LIST

**Police Labor Law Overview**

**The Just Cause Disciplinary Standard**

**Step by Step Disciplinary Process**

**Conduct Unbecoming**

**Regulating Off Duty Conduct**

**Social Media**

**Insubordination**

**Speech and Privacy Rights**

**Current Case Trend Analysis**

**MLETA PROVIDES MCOLES APPROVED  
MICHIGAN FOCUSED LEGAL TRAINING  
BY MICHIGAN POLICE ATTORNEYS**

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## *Instructors:*

### **Timothy B. Gibbons J.D.**

Mr. Gibbons is a licensed and practicing Michigan attorney who has over 13 years of police experience. Gibbons is also a certified Michigan Police Officer, Police Legal Advisor and member of the National Internal Affairs Investigators Association. His practice includes representing federal, state and local police officers, administrators, and agencies in both state and federal court. Tim has a wide variety of law enforcement experience that includes experience as a patrolman, tactical officer, detective, and road patrol supervisor. Mr. Gibbons teaches courses on Police Civil Liability, Use of Force, SWAT, Police K-9 Law and Police Supervisor Liability for MLETA.

### **Brett M. Naumcheff M.S. J.D.**

Mr. Naumcheff is a licensed and practicing Michigan attorney who has over 24 years of police experience. Naumcheff also maintains certification as a Michigan Police Officer, Police Legal Advisor, Taser Instructor, and is a member of the International Association of Chiefs of Police Legal Advisor Section and the National Internal Affairs Investigators Association. His practice includes representing federal, state and local police officers, administrators and agencies in both state and federal court. In addition, he is General Counsel for a variety of public safety unions throughout the State of Michigan. Brett has taught legal courses for the Northwestern University School of Police Staff and Command, Eastern Michigan University's School of Police Staff and Command, Central Michigan University, Mid-Michigan Community College, Muskegon Community College, the Michigan State Police, the Michigan Association of Chiefs of Police, Michigan Sheriffs Association and numerous local law enforcement agencies. He is legal counsel for the Professional Law Enforcement Association and represents numerous law enforcement agencies and unions as the Police Legal Advisor for the International Brotherhood of Teamsters Law Enforcement League based out of Detroit, Michigan. Mr. Naumcheff teaches courses on Police Civil Liability, Use of Force, and Police Discipline Law for MLETA.

**FOR MORE INFO OR TO REGISTER VISIT  
[www.micoptraining.com](http://www.micoptraining.com)**

