



# 2024 WPLF WINTER TRAINING CONFERENCE



## SPEAKERS & PRESENTATIONS

### BJA SAFLEO EXECUTIVE FORUM - LAYING THE FOUNDATION FOR SUICIDE PREVENTION



Chief (ret.) Sonia Quiñones  
City of Hallandale Beach  
Police Dept. (FL)

Suicide is preventable. It starts with you. Through guided instruction and facilitated discussions, you will learn why health and wellness programs are necessary review the most common risk factors for suicide; analyze models that explain the outcomes that can result from healthy and unhealthy coping behaviors; explore a variety of solutions for both you and your agency; and create a personal action plan with ways your organization can overcome barriers to help-seeking that your officers encounter.

Chief (ret.) Sonia Quiñones is a senior research associate with the Institute for Intergovernmental Research (IIR). She served in law enforcement for more than 25 years, 18 of which were in management. In 1993, she became a patrol officer with the City of Hallandale Beach Police Department (FL). She became a deputized U.S. Customs Service agent in 1995. In 1996, as a U.S. DEA field training agent, she developed and implemented a specialized eight-week training program for new agents. Chief Quiñones later became a deputized federal agent, managing and creating all aspects of operations and plans and conducting high-risk federal and state search warrants and investigations. She was promoted in 2000 to sergeant, having responsibility at different times for the Uniformed Patrol Division, the Training Unit, and the Investigative Services Division.

Chief Quiñones was promoted to captain in 2007 and, in this capacity, was the commander for four years of the Uniformed Patrol Division and then the Administrative Operations Division. Promoted to major in 2015, she was also the public information officer—providing media representation for the city and the police department—as well as the FEMA administrator and emergency manager. She became chief of police in 2017.

Chief Quiñones has received numerous citations and awards during her years of service, such as Officer of the Year in 1998 and Unit Citation in 2016. She is affiliated with many professional associations, including the Police Executive Research Forum and the IACP. Notably, she currently serves as president of the National Association of Women Law Enforcement Executives. She is also a graduate of the 248th Session of the FBI National Academy.



Capt. (ret.) Brian Nanavaty  
Indianapolis Metro Police Dept.

Captain (ret.) Brian Nanavaty served with the Indianapolis, IN, Metropolitan Police Dept. (IMPD) for 33 years. During his career, Captain Nanavaty has worked uniformed operations, budget and finance, undercover vice investigations, and special events planning, such as the Indianapolis 500, the NCAA Final Four and the Super Bowl. Captain Nanavaty recently retired as the Professional Performance Manager for the IMPD Office of Professional Development and Wellness, where he developed the innovative and groundbreaking Wellness and My Legacy Mentoring Program and the Officer-Involved Shooting Protocol. In 2015, the IMPD earned the Destination Zero Officer Wellness award from the U.S. DOJ, BJA, and the National Law Enforcement Officers Memorial Fund.

Captain Nanavaty formerly served as the Director of Training and Curriculum for Safe Call Now. Captain Nanavaty is an annual enrichment speaker at the FBI National Academy. He was an adjunct professor of criminal justice at Indiana and Purdue Universities and has been featured at the conferences of the IACP, the International Law Enforcement Educators and Trainers Association, the International Association of Directors of Law Enforcement Standards and Training, the Fraternal Order of Police, and the National Organization of Black Law Enforcement Executives. He is also a graduate of the 255th Session of the FBI National Academy.





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### THE PARKLAND MASSACRE: THROUGH A POLICE CHIEF'S EYES



Chief (ret.) Tony Pustizzi  
Coral Springs Police Dept. (FL)  
Founder of Four Star Strategies



On February 14, 2018, a former student entered Marjory Stoneman Douglas High School in Parkland Florida, killed 17 individuals, and wounded 17 others. Chief (ret.) Tony Pustizzi, a 30-year veteran with the Coral Springs Police Department, along with members of his agency, arrived at the school within minutes. A multidisciplinary approach, including law enforcement, first responders, emergency managers and school administrators and staff, was initiated. This session includes a deep dive into the events that unfolded that day. Chief Pustizzi will also discuss many of the issues that ensued with regard to leadership and the unique challenges he experienced as an on-scene commander. He will review the response to the shooting and provide an analysis of the lessons learned. Attendees will leave with an understanding of the circumstances that contributed to the overall response to this tragedy as well as measures that must be taken to help prevent these types of incidents moving forward.

Tony began his career with the Coral Springs Police Department in 1988. Over his 30-year tenure, he spent most of his time in criminal investigations, including homicide and the special victims' unit. Additionally, he served on the SWAT team for 15 years, the last eight of which as team commander. He rose through the ranks to ultimately become chief of police in 2012. He also served as the city's interim city manager and retired in March 2018 as the chief of police/deputy city manager. In January 2019, he came out of retirement to serve as special counsel to the new sheriff of Broward County upon his appointment by the governor of the state of Florida.

Chief (ret.) Pustizzi has a bachelor's degree in criminology and law from the University of Florida and a master's degree in public administration from Florida Atlantic University. He is a graduate of the FBI National Academy, the Southern Police Institute Command Officer's Course and the FBI's Law Enforcement Executive Development Seminar.

Tony has served as state president for the Florida chapter of the FBI National Academy Associates, the chair for the National Benchmark Cities Chief's Association, an executive board member of the South Florida High Intensity Drug Trafficking Area program, and an executive board member of the Broward County Chiefs of Police Association.

As the owner of Four Star Strategies, Inc., Tony conducts training throughout the United States and Canada on school and workplace violence preparedness. He has been a keynote speaker at the FBI National Academy in Quantico, Virginia and for the School Safety Advocacy Council.





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### WHY DO BAD THINGS KEEP HAPPENING?



Chief (ret.) Michael Ranalli  
Glenville Police Dept., NY

When something bad happens within an organization following a period of relative tranquility, one must question whether it's an isolated incident or a signal that certain behaviors deviating from established policies have become accepted as the norm. Conducting a root cause analysis of these incidents is of paramount importance to ascertain the extent of policy noncompliance and deviations from accepted procedures. This presentation provided Chief (ret.) Micheal Ranalli will offer strategies on how the Five Organizational Pillars, which encompass People, Policy, Training, Supervision, and Discipline can be used to distinguish between root and proximate causes as well as how these pillars can introduce redundancies that serve as robust safeguards for averting and mitigating potential crises.

Chief Michael Ranalli retired in 2016 after 10 years as Chief of the Glenville (NY) Police Department. He began his career in 1984 with the Colonie (NY) Police Department and held the ranks of patrol officer, sergeant, detective sergeant and lieutenant. Michael is also an attorney and is a frequent presenter on various legal issues including search and seizure, use of force, legal aspects of interrogations and confessions, wrongful convictions, and civil liability. He is a consultant and instructor on police legal issues to the New York State Division of Criminal Justice Services and has taught officers around New York State for the last 11 years in that capacity. Mike is also a past president of the New York State Association of Chiefs of Police, a member of the IACP Professional Standards, Image & Ethics Committee, and the former Chairman of the New York State Police Law Enforcement Accreditation Council. He is a graduate of the 2009 F.B.I.-Mid-Atlantic Law Enforcement Executive Development Seminar and is a Certified Force Science Analyst.





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### EXTRAORDINARY CULTURE THROUGH INTENTIONAL DESIGN



Asst. Chief (ret.) Victor Lauria  
Novi Police Dept. (MI)

The word culture gets thrown around a lot, sometimes to the point where it becomes just another buzzword or the latest leadership fad. But it's not a buzzword or fad. Creating extraordinary culture is one of the primary responsibilities for any Chief or Command Staff member. You have a choice: A) Design the culture you want or B) Tolerate the culture that emerges.

Extraordinary culture does not happen by chance, it's intentionally designed and this presentation provided by Asst. Chief (ret.) Victor Lauria provides a proven roadmap to designing the culture you want. Through guided discussion and case studies, he will provide you the tools to jumpstart the process that will benefit you, your organization, and community.

Victor dedicated 27 years serving the people of the City of Novi, Michigan. During his career, he served in a wide variety of positions including a detective, undercover narcotics officer, canine handler, crisis negotiator and numerous supervisory roles. Victor's dedication and excellence have been recognized by his community and several national and state organizations, including the National Retail Federation, International Narcotics Officers Association and the Michigan Council of Private Investigators. One of his interrogations was profiled by the National Geographic Channel documentary titled "*The Science of Interrogation*."

Victor earned a Bachelor of Science degree in Criminal Justice, from Northern Michigan University, a Master of Science, with a concentration in Emergency Management, from Eastern Michigan University and he holds a graduate certificate from the University of Virginia. He also attended the 250<sup>th</sup> Session of the Federal Bureau of Investigations National Academy in Quantico, Virginia.

After retiring as an Assistant Chief of Police, Victor accepted a position with Madonna University where he is a full-time faculty member in the Criminal Justice Program. He instructs a wide variety of upper level and graduate courses. His favorite subjects are leadership, ethics, and interviewing and interrogation.





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### WISCONSIN ATTORNEY GENERAL LEGAL UPDATES



Attorney General Josh Kaul  
WI DOJ

Josh Kaul was sworn in as Wisconsin's 45th Attorney General on January 7, 2019. Josh's top priority is public safety. Under his leadership, the Wisconsin Department of Justice has worked to combat the opioid epidemic and the increasing use of meth in Wisconsin, to make our schools and communities safer from gun violence, and to pass legislation designed to prevent Wisconsin from having another backlog of untested sexual assault kits. Josh is also committed to fighting for clean and safe drinking water and against climate change and to protecting the rights of Wisconsinites.

Josh served as a federal prosecutor in Baltimore, where he prosecuted murderers, gang members, and drug traffickers. After moving back home to Wisconsin, he worked to protect our right to vote, going to court to challenge restrictions on voting.



### GENERAL LEGAL UPDATES



Asst. District Attorney Annie Jay  
Dane Co. D.A.'s Office

Annie Jay recently joined the Dane County District Attorney's Office as an Assistant District Attorney prosecuting serious felony cases. Ms. Jay previously worked as an Assistant Attorney General in the Wisconsin Department of Justice and as an Assistant District Attorney in the Kenosha County District Attorney's Office. In addition to prosecuting cases, Ms. Jay also trains prosecutors and law enforcement across Wisconsin. In 2021, she received an award from the International Homicide Investigators Association for her successful prosecution of a bodiless homicide in Portage County. Ms. Jay received the Lee and Lynn Copen Family Justice Award from Women and Children's Horizons in Kenosha for her work with victims of domestic violence and sexual assault. She has a Bachelor's degree in Political Science with a minor in German from the University of Delaware and received her J.D. from the University of Wisconsin Law School.



Attorney Kyle Gulya  
von Briesen & Roper, S.C.

Kyle Gulya is a Shareholder in the Labor and Employment Law Section of von Briesen & Roper, S.C. Kyle frequently presents on labor-and employment-related issues throughout Wisconsin and nationally. Kyle has extensive experience involving the unique employment -and labor-related issues faced by Police Departments, Fire Departments, Sheriff's Departments and Police & Fire Commissions. Kyle works closely with law enforcement professionals regarding management-side labor-and employment-related issues. Kyle is very proud of his relationships with the WCPA, the WPLF and the Wisconsin Fire Chiefs Education Association.

Kyle has been recognized on several occasions as a Rising Star by Wisconsin Super Lawyers® in Employment & Labor Law. Kyle has served on the Board of Directors for the Labor and Employment Law Section of the State Bar of Wisconsin.





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### CREATE AND NURTURE A CULTURE OF WELLNESS



Law enforcement agencies face a multitude of operational and organizational stressors that can impact the well-being of both officers and the communities they serve. This presentation delves into the current operational challenges and organizational stressors that law enforcement agencies commonly encounter, while simultaneously exploring wellness practices and strategies to mitigate their effects. Moreover, it emphasizes the pivotal role leadership plays in fostering a culture of departmental wellness.

This presentation is being provided by Officer (ret.) Ignacio Enriquez, Jr. Ignacio served for 15 years as police officer in the State of Wisconsin and four years as a juvenile corrections officer in the State of California. In his role as a Behavioral Health Officer, Ignacio was responsible for conducting crisis interventions, safety planning and connecting citizens to mental health services. He is a trained hostage crisis negotiator and has peacefully negotiated multiple incidents involving armed suicidal subjects, and other high safety-risk incidents. In his private practice, Ignacio has trained various government, corporate, and nonprofit organizations on crisis communication skills, suicide risk assessments, and emotional well-being for leaders. Ignacio earned a master's degree in Professional Counseling from UW-Oshkosh and is a Licensed Professional Counselor (LPC) and founder of Ascent Consulting, LLC.

Officer (ret.) Ignacio Enriquez, Jr.  
Founder of Ascent Wisconsin



**ascent**  
CONSULTING



# NON-DENOMINATIONAL PRAYER BREAKFAST

TUESDAY, FEBRUARY 6<sup>TH</sup>

7:15AM - 8:15AM | AFRICA BREAKOUT RM. 50

ALL EXHIBITORS AND ATTENDEES WELCOMED!



All conference attendees and are invited to join us Tuesday, February 6<sup>th</sup> for our 11<sup>th</sup> Annual Non-Denominational Prayer Breakfast sponsored by Police & Sheriff's Press for fellowship, music and inspiring message entitled "Checking the Source" by our special guest speaker Rick Snyder.



Rick Snyder  
Chaplain for the National FOP &  
Indianapolis FOP President

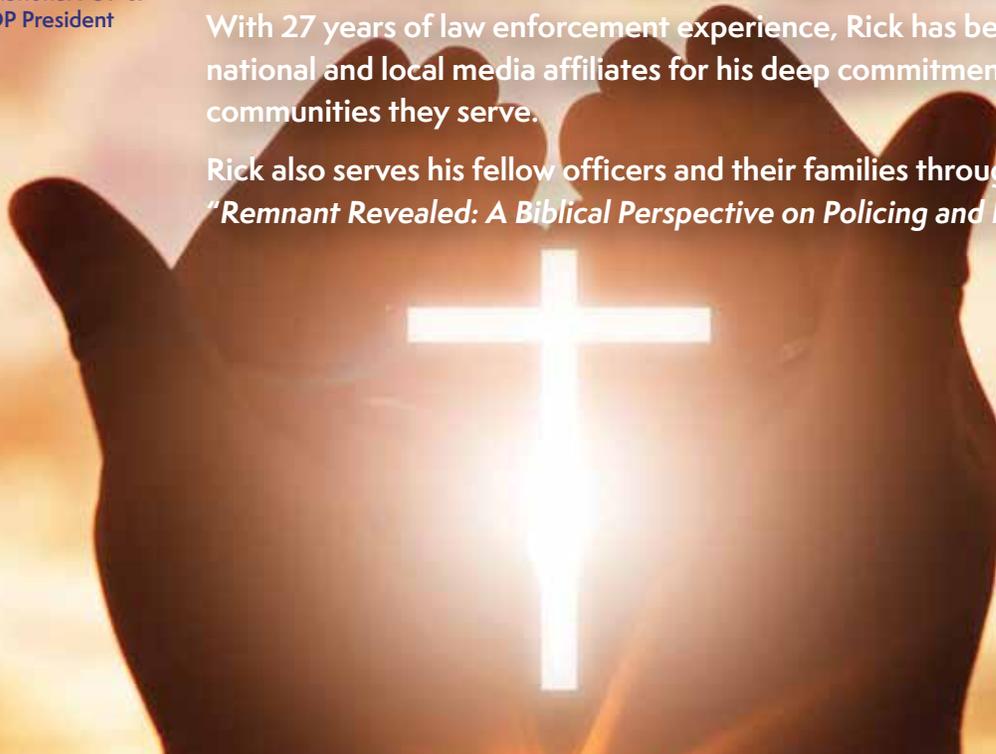
Rick Snyder serves as Chaplain for the National Fraternal Order of Police, providing spiritual support for nearly 400,000 members across America.

He provides services for the FOP National Law Enforcement Memorial in Washington DC, assists families of Fallen Officers and serves the Billy Graham Rapid Response Team National Law Enforcement Ministry with a focus on Sharing Hope in Crisis and Critical Incident Stress Management.

Rick is also the President of the Indianapolis Fraternal Order of Police representing over 3,000 officers and their families throughout Central Indiana.

With 27 years of law enforcement experience, Rick has been featured on many national and local media affiliates for his deep commitment to our officers and the communities they serve.

Rick also serves his fellow officers and their families through a podcast called "Remnant Revealed: A Biblical Perspective on Policing and Life."



## TICKET PRICE: \$5.00 EA.

TICKETS ARE AVAILABLE FOR PURCHASE AT EXHIBITOR AND ATTENDEE REGISTRATION BOOTHS UNTIL 3:30PM ON MONDAY.