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# FROM OUR PRESIDENT

*It is* with more than a little hometown pride that I welcome all of our colleagues, partners, and presenters to Boston for MCSA's fall conference. This historic city, the beautiful Fairmont Copley Plaza hotel and the spectacular events we have planned at the U.S.S. Constitution and Fenway Park are the perfect backdrop for our time together.

This year, time together has been hard to come by. We have contended with the lingering effects of the COVID-19 pandemic – both as individual sheriffs and as a collective organization. We have also put our full effort into advancing common-sense policing reforms on the national level. Both of these forces have reshaped the way we lead our offices and our communities and will continue to do so in the coming years.

Our conference this week will focus on the areas most impacted by these shifting changes. We have gathered the nation's foremost experts to discuss issues such as training, diversity, leadership through crisis, officer wellness, and recruitment in today's environment. We also have our invaluable corporate partners on hand to share what they are seeing in the field and how they can help.

This is a time of urgency for our profession. Now more than ever, it is vital that we be able to exchange ideas and information with one another. MCSA has grown exponentially to fit our new needs in a short period of time. The increased attendance at our conferences, even during a pandemic, demonstrates the benefit we all find from this organization.

I sincerely hope you enjoy every moment of this week in Boston, and I look forward to what we learn and share in the coming days!

**Peter J. Koutoujian**  
President



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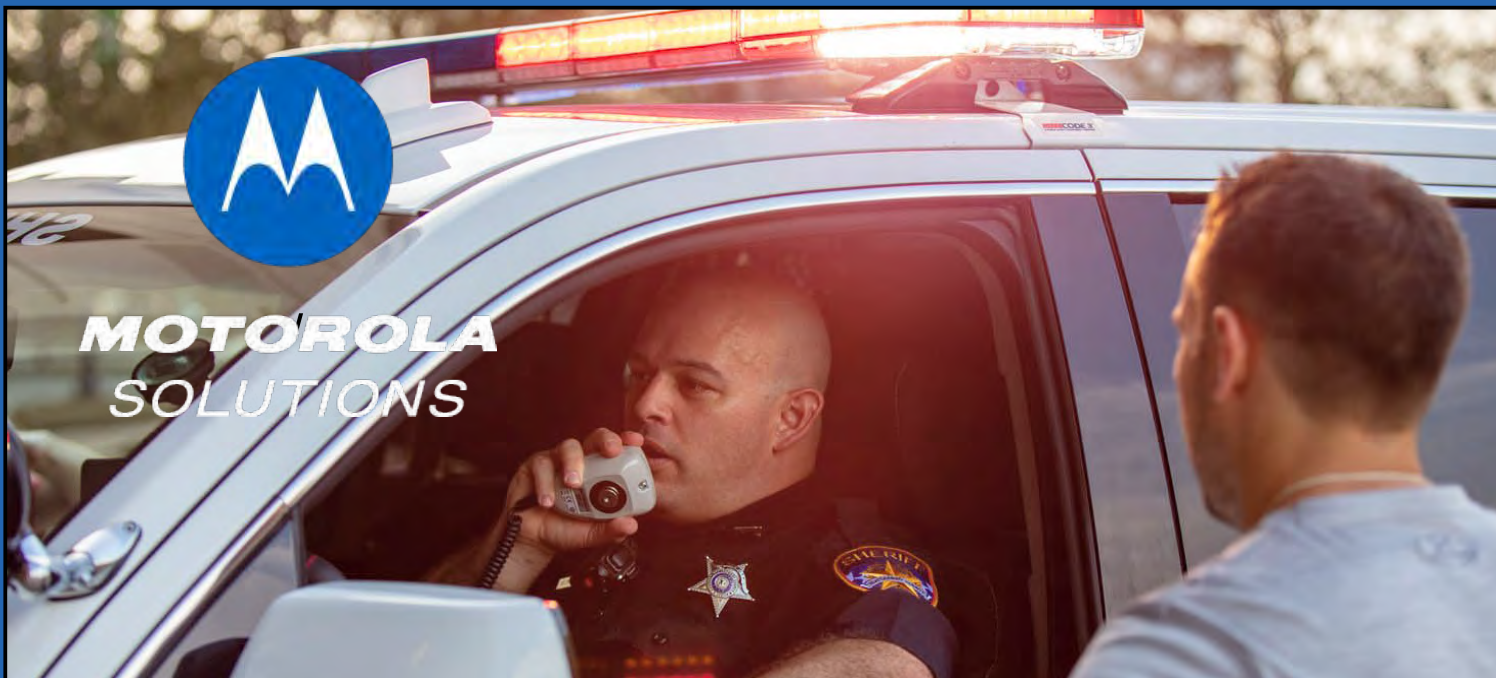
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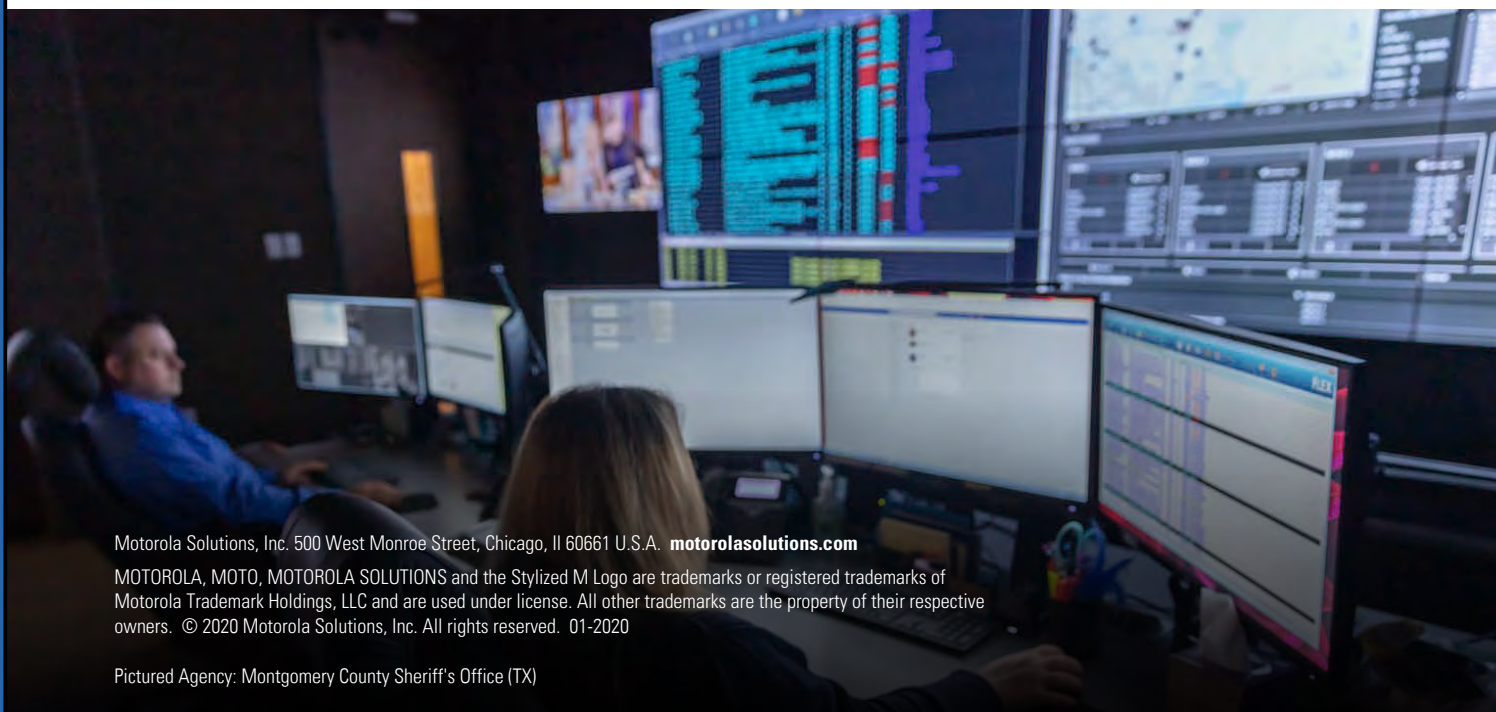
# CONFERENCE AGENDA



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Pictured Agency: Montgomery County Sheriff's Office (TX)



2021 Fall Conference Agenda  
Fairmont Copley Plaza, Boston, MA

### Monday, September 13

- 1:00 pm to 5:30 pm **Registration & Info Desk**  
Grand Ballroom Foyer
- 6:00 pm to 9:00 pm **Sheriffs/Spouses Only VIP Reception - Sponsored by TheSheriffApp.com**  
Venetian Room
- 9:00 pm to 11:00 pm **Hospitality Room - Sponsored by Wellpath**  
St. James

### Tuesday, September 14

- 7:30 am to 9:30 am **Breakfast**  
Grand Ballroom Foyer
- 7:30 am to 4:30 pm **Registration & Info Desk**  
Grand Ballroom Foyer
- 8:30 am to 9:30 am **Intel Commanders Meeting**  
Copley Room
- 9:30 am to 10:30 am **Foundation Meeting**  
Singleton Room
- 10:30 am to 12:00 pm **Executive Board Meeting (Executive Board & Committee Chairs Only)**  
Oval Room
- 12:00 pm to 1:30 pm **Executive Board Lunch (Invitation Only)**  
Venetian Room
- 12:00 pm to 1:30 pm **Lunch**  
Grand Ballroom Foyer
- 1:30 pm to 3:30 pm **Partner Roundtable**  
Grand Ballroom
- 4:30 pm to 5:30 pm **Hospitality Lounge/Light Reception- Sponsored by Wellpath**  
St. James Room
- 5:30 pm to 6:00 pm **Trolleys depart**
- 6:00 pm to 9:00 pm **Reception & Dinner - Sponsored by Axon**  
USS Constitution
- 9:00 pm to 11:00 pm **Hospitality Lounge - Sponsored by Wellpath**  
St. James Room





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## For First Responders

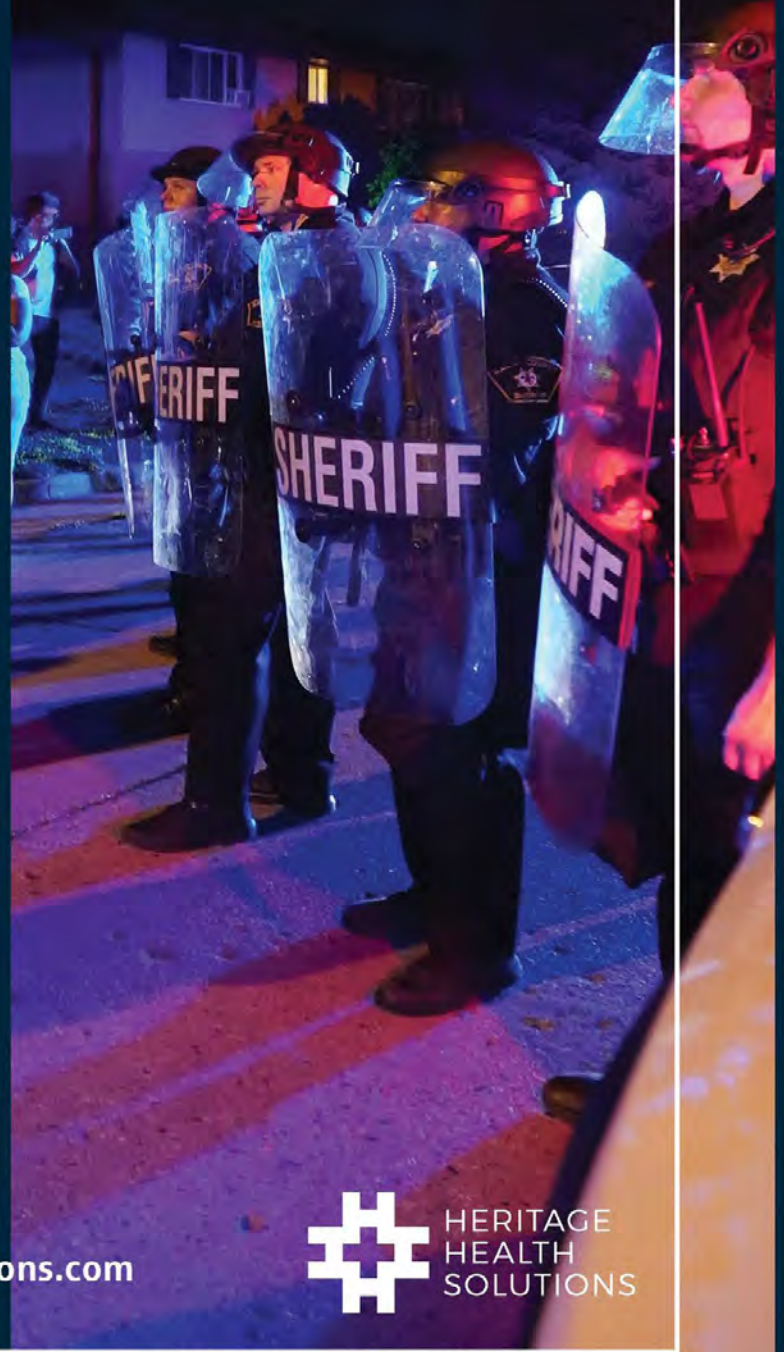
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# CONFERENCE AGENDA

Wednesday, September 15

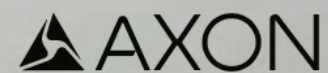
7:30 am to 9:30 am	<b>Breakfast</b> Oval Room
7:30 am to 4:30 pm	<b>Registration &amp; Info Desk</b> Grand Ballroom Foyer
8:30 am to 9:00 am	<b>MCSA Welcome and Business Meeting</b> - Sheriff Peter J. Koutoujian, President Grand Ballroom
9:00 am to 12:00 pm	<b>Officer Training, Wellness and Retention Session</b> Grand Ballroom  <b>9:00 am - Innovations in Training: Integrated Communications &amp; Tactics</b> • Presented by Chuck Wexler, Executive Director, PERF  <b>9:45 am - What Constitutes Good Training</b> • Presented by Gordon Graham, President, Graham Research Consultants
10:30 am	<b>Break</b>  <b>10:45 am - Identifying &amp; Treating Officers with Addiction &amp; Mental Health Problems</b> • Presented by Rich Jones, Founding CEO, Faces and Voices of Recovery (FAVOR)  <b>11:15 am - Leadership in Crisis</b> • Moderator: Sheriff Peter J. Koutoujian Panelists: Edward Davis III, President/CEO, Edward Davis Company Kathleen O'Toole, Partner, 21CP Solutions
9:30 am to 3:30 pm	<b>Spouses Daytime Event: Colonial Literary Legends &amp; Revolutionary Battlegrounds</b> - Sponsored by DLR Group The Freedom Trail, Belmont, Lexington, Concord, and Walden Pond
12:00 pm to 2:00 pm	<b>MCSA Keynote Luncheon &amp; Awards Ceremony</b> - Sponsored by Heritage Health Oval Room & Venetian Room
2:00 pm to 3:55 pm	<b>Officer Training, Wellness and Retention Sessions</b> Grand Ballroom  <b>2:10 pm - Diversity Panel</b> • Moderator: Sheriff Anthony Cureton, Chairman, MCSA Professional Development and Diversity Committee Panelists: Sheriff David Hutchinson, Hennepin Count Sheriff's Office, MN Sheriff Paul Miyamoto, San Francisco Sheriff's Department, CA  <b>3:00 pm - Women in Leadership Panel</b> • Moderator: Colonel Brenda Dietzman (Ret.), Sedgwick County Sheriff's Office, CEO, Wayfinder Consulting Panelists: Sheriff Margaret Mims, Fresno County Sheriff's Office, CA Sheriff Rosie Rivera, Salt Lake County Sheriff's Office, UT Sheriff Mitzi Johanknecht, King County Sheriff's Office, WA
3:55 pm	<b>(Invited) Virtual Address by US Attorney General Merrick Garland</b>
4:15 pm	Adjourn
4:30 pm to 5:30 pm	<b>Hospitality Lounge/Light Reception</b> - Sponsored by Wellpath St. James Room
5:30 pm to 6:00 pm	<b>Trolleys depart</b>





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## CONFERENCE AGENDA

6:00 pm to 9:00 pm

**"Take Me Out to the Ballpark" Evening Reception** - Sponsored by Motorola Solutions  
Fenway Park

9:00 pm to 11:00 pm

**Hospitality Lounge** - Sponsored by Wellpath  
St. James Room

Thursday, September 16

7:00 am to 9:00 am

**Breakfast**  
Oval Room

7:30 am to 11:00 am

**Info Desk**  
Grand Ballroom Foyer

8:30 am to 10:15 am

**Officer Training, Wellness and Retention**  
Grand Ballroom

**8:40 am - Officer Wellness and Mental Health Awareness**  
• Presented by Colonel Brenda Dietzman (Ret.)

**9:40 am - Officer Hiring and Retention with Gen Z**  
• Presented by Commander Mike Parker (Ret.) Los Angeles County  
Sheriff's Department, Consultant, Strategic Communications

10:15 am

**Break**

10:30 am to 12:00 pm

**Sheriffs Only Roundtable**  
Grand Ballroom

12:00 pm to 1:30 pm

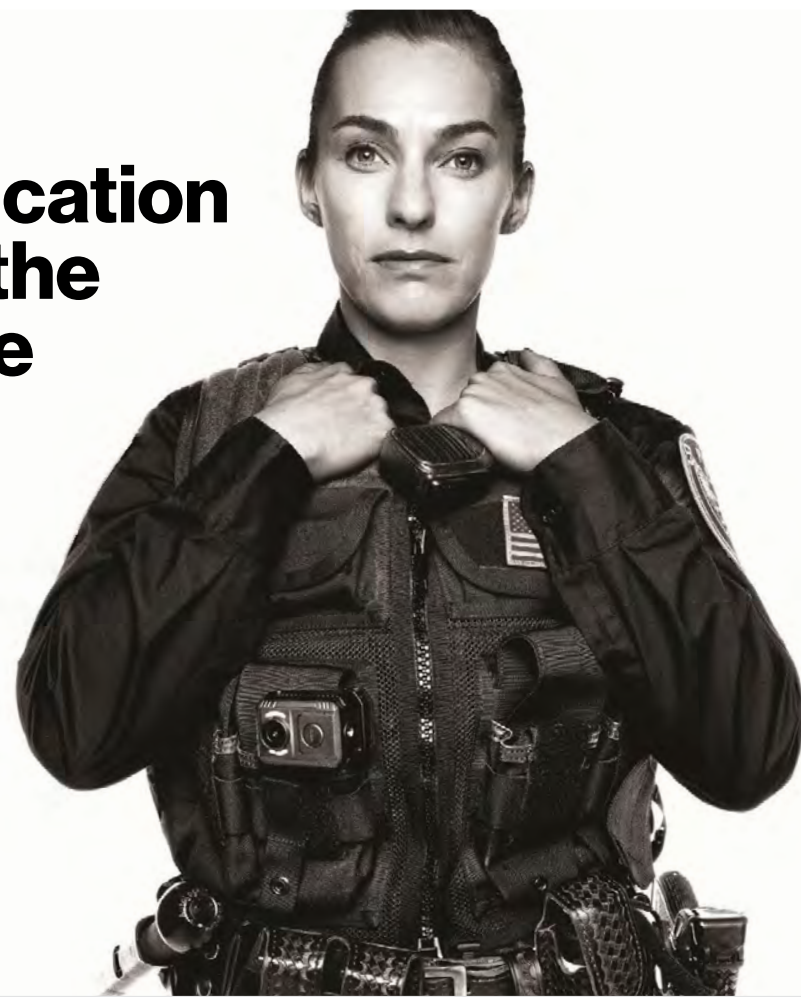
**MCSA Closing Lunch**  
Oval Room





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**Annemarie Ferris  
Police Officer**



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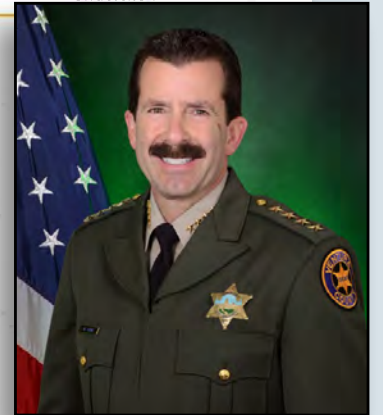
**MCSA REGION 1 REPRESENTATIVE SPECIAL ELECTION**



**VENTURA COUNTY  
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**Bill Ayub  
Sheriff  
Monica McGrath  
Undersheriff**



July 16, 2021

Major County Sheriffs of America  
1727 King Street, Suite 316  
Alexandria, VA 22314-3490  
Attn: Executive Director Kimberly Wagner

RE: Letter of interest to serve as the Region 1 Representative for MCSA

Dear Executive Director Wagner and MCSA Members,

Please accept this letter as an expression of my interest in serving as the Region 1 Representative for Major County Sheriffs of America (MCSA).

I am a nearly 36-year veteran of law enforcement service; the last 25 of which have been with the Ventura County Sheriff's Office. There, I served at every rank from deputy sheriff to assistant sheriff, and I have served as the 20<sup>th</sup> elected sheriff since November of 2018 (resumé attached). It is my intention to seek re-election to another term of office in 2022.

I have been affiliated with the MCSA for the past five years; attending most conferences, legislative conference calls, and webinars hosted by the MCSA. This moment in time, more so than any other in my years of service, requires a unified and deliberate approach to the myriad of issues confronting our chosen profession. It is in this way that the role of MCSA in shaping and leading our chosen profession is more critical than ever.

Collectively, we have the ability to exert extraordinary leverage on the legislature and the electorate, and we must galvanize our resources to exert the influence needed to create an environment where our nation's peace officers can continue protecting our communities. I believe we need sensible, credible, and committed leadership to guide us all through these difficult times, which is exactly what I am prepared to offer.

I truly appreciate your consideration in placing me in a position of trust as the Region 1 Representative for the MCSA.

Very sincerely,

Bill Ayub  
Ventura County Sheriff

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## MEET THE SPEAKERS

### THE HONORABLE ALEJANDRO MAYORKAS

SECRETARY  
DEPARTMENT OF HOMELAND SECURITY

Alejandro Mayorkas was sworn in as Secretary of the Department of Homeland Security by President Biden on February 2, 2021.

Mayorkas is the first Latino and immigrant confirmed to serve as Secretary of Homeland Security. He has led a distinguished 30-year career as a law enforcement official and a nationally-recognized lawyer in the private sector. Mayorkas served as the Deputy Secretary of the U.S. Department of Homeland Security from 2013 to 2016, and as the Director of U.S. Citizenship and Immigration Services from 2009 to 2013. During his tenure at DHS, he led the development and implementation of DACA, negotiated cybersecurity and homeland security agreements with foreign governments, led the Department's response to Ebola and Zika, helped build and administer the Blue Campaign



to combat human trafficking, and developed an emergency relief program for orphaned youth following the tragic January 2010 earthquake in Haiti. Mayorkas also created the Fraud Detection and National Security Directorate to better ensure the integrity of the legal immigration system.

Mayorkas began his government service in the Department of Justice, where he served as an Assistant United States Attorney in the Central District of California, specializing in the prosecution of white collar crime. After nearly nine years as

a federal prosecutor, he became the youngest United States Attorney in the nation, overseeing prosecutions of national significance, including the investigation and prosecution of financial fraud, violations of the Foreign Corrupt Practices Act, public corruption, violent crime, cybercrime, environmental crime, international money laundering, and securities fraud.

Mayorkas received his bachelor's degree with distinction from the University of California at Berkeley and a law degree from Loyola Law School.



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## MEET THE SPEAKERS

### THE HONORABLE CHARLIE BAKER

GOVERNOR  
MASSACHUSETTS

Governor Charlie Baker was sworn in for a second term as the 72nd Governor of the Commonwealth of Massachusetts on January 3, 2019, after a first term focused on moving Massachusetts forward through bipartisan, results-driven leadership.

Governor Baker has used public private partnerships to spur economic development, reformed the state's regulatory environment, and delivered critical tax relief by doubling the Earned Income Tax Credit.

Ensuring Massachusetts continues to be a national leader in education, Governor Baker has made historic investments in K-12 education, increased support for vocational and technical schools, and expanded early college opportunities for high school students.



Governor Baker has put Massachusetts at the forefront of fighting the opioid and heroin epidemic, doubling spending on prevention, education, treatment, and recovery and signing two major bills that have served as models for other states.

Confronted with the challenges of rising energy costs and a changing climate, Governor Baker has taken nation-leading steps to diversify the Commonwealth's energy portfolio,

safeguard residents, municipalities and businesses from the impacts of climate change, and secure progress toward greenhouse gas reduction targets.

Governor Baker has spearheaded long overdue reforms at the MBTA that have led to significant improvements to operations and finances, and put the T on track to spend more than \$8 billion on infrastructure over the next five years to improve riders' experience.

Prior to his election, Governor Baker was a highly successful leader of complex business and government organizations, serving as a cabinet secretary to both Governor William Weld and Paul Cellucci, and leading Harvard Pilgrim Health Care, as CEO, from the brink of bankruptcy to one of the nation's highest ranked health care providers.

Raised in Needham, Governor Baker and his wife Lauren reside in Swampscott, and are the proud parents of their three children, Charlie, AJ, and Caroline.

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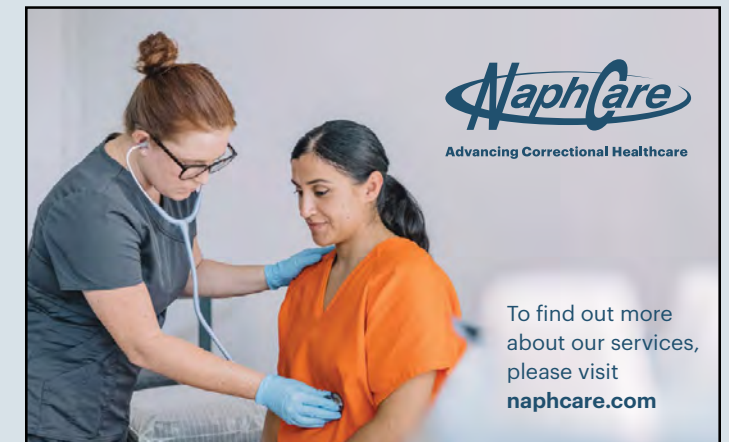
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# MEET THE SPEAKERS

## CHUCK WEXLER

EXECUTIVE DIRECTOR  
POLICE EXECUTIVE RESEARCH FORUM



Chuck Wexler is Executive Director of the Police Executive Research Forum (PERF), a research organization of law enforcement officials and others dedicated to improving the professionalism of policing. PERF is the leading American “think tank” that police chiefs go to for guidance on the difficult emerging issues they are facing.

In recent years, Wexler and PERF have focused on police reforms, especially strategies for de-escalating incidents to reduce the use of force by officers. Working with police chiefs and other experts, PERF produced a set of 30 guiding principles on use of force, based on the concept of the sanctity of human life. Next, PERF produced a training program to implement the guiding principles, known as ICAT: Integrating Communications, Assessment, and Tactics. ICAT has been implemented in many police agencies nationwide, and the New Jersey Attorney General recently mandated that all 38,000 police officers in the state complete ICAT training in 2021.

PERF also has conducted extensive work for more than a decade on strategies for reducing violent crime and homicides. In recent months, PERF detected increases in violence in many cities, conducted a survey that verified that trend, and produced a series of reports about how police agencies are responding to violent crime, including carjackings.

In 2020, Wexler focused on the police response to the COVID-19, producing a series of more than 100 reports on every aspect of how the pandemic has changed police operations. PERF also produced 100 daily reports on other issues in policing, including the demonstrations across the nation following the death of George Floyd in Minneapolis.

In recent years, PERF also has identified best practices for reducing police use of force in interactions with suicidal or mentally ill persons, reducing fatal drug overdoses in the opioid

epidemic, developing humane approaches to homelessness, and other issues.

A native of Boston, Wexler held a number of key positions in the Boston Police Department. Prior to joining PERF, Wexler worked as an assistant to the nation’s first Director of the Office of National Drug Control Policy. Wexler has a bachelor’s degree from Boston University, a master’s degree in criminology from Florida State University and a Ph.D. in urban studies and planning from the Massachusetts Institute of Technology.

In February 2006, Wexler was awarded an OBE (Order of the British Empire) for his extensive work with British and American police agencies.

In 2016, Politico Magazine named Wexler one of the “Politico 50,” which the magazine describes as its “guide to the thinkers, doers, and visionaries transforming American politics.”

In 2021, Wexler was chosen as one of Washingtonian magazine’s “250 Most Influential People.”



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# MEET THE SPEAKERS

## GORDON GRAHAM

PRESIDENT  
GRAHAM RESEARCH CONSULTANTS

Gordon Graham is a retired 33 year veteran of California Law Enforcement. During his tenure as a police professional, he was awarded his Teaching Credential from California State University, Long Beach. He was later graduated from University of Southern California with a Master's Degree in Safety and Systems Management.



In 1995, Mr. Graham received the Governor's Award for Excellence in Law Enforcement Training, the highest tribute available in the critical mission of training police professionals. In 2005 he received the Presidential Award for Excellence from the IAFC for his lifelong work in improving firefighter safety and performance.

In 2008 he received the lifetime achievement award from California POST. In 2015, Mr. Graham received the lifetime dedication award from the International Public Safety Leadership and Ethics Institute. In 2018 he received the James Oberstar Sentinel for Safety Award for his lifetime work in improving aviation safety internationally. In 2019 he received the Howard W. Rayon Distinguished Service Award.

Subsequent to this he was graduated from Western State University with a Juris Doctorate. He has taken this background as a street cop, supervisor and manager and coupled it with his formal education as a risk manager, and his experiences as an attorney to co-found Lexipol – a company designed to standardize

policies, procedures and training within law enforcement agencies around America.

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# MEET THE SPEAKERS

## RICHARD JONES

LICENSED CLINICAL ADDICTION SPECIALIST  
FOUNDING CEO  
FACES AND VOICES OF RECOVERY (FAVOR)

Richard Jones is an experienced therapist, clinician, and healthcare entrepreneur operating primarily in the behavioral health space. Richard has wide-ranging professional experience across several behavioral health domains. This includes mental health, substance use disorders, co-occurring disorders, and intellectual disabilities. He has over 20 years management experience and has been instrumental in the launch and rebuild of multiple programs nationwide. Richard is passionate about providing quality care and supporting people in need. He has been the founding CEO of 2 non-profit organizations and 2 for-profit businesses dedicated to disrupting the behavioral-health space for the betterment of people in need.



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# MEET THE SPEAKERS

## EDWARD DAVIS, III

PRESIDENT/CEO  
EDWARD DAVIS COMPANY

Edward Davis serves as founder and CEO of the highly regarded security firm, Edward Davis Company. In this role, he leads a team of security and technology solutions experts former federal, state, local law enforcement, military officials, and attorneys all who maintain strong links to academic institutions, national and international government, and intelligence community.

Prior to launching the Edward Davis Company, Ed served as Police Commissioner of the Boston Police Department from 2006 through 2013, where he oversaw security operations for 6 world championship celebrations, the Occupy Boston Movement, and led



the highly successful response to the Boston Marathon bombing. In 1995, Ed was appointed the youngest Police Superintendent in the City of Lowell where he instituted a new philosophy of Community Policing, which he was recognized nationally for its success that resulted in a massive decrease in serious crimes.

Davis was a Spring 2014 Resident Fellow at the Harvard Kennedy School Institute of Politics and has lectured extensively at both Harvard and MIT on the pertinent issues of physical and cyber security, public safety and emergency/crisis response. Ed is currently serving on several boards including AT&T Advisor, Mark43, Sarcos, Shooter Detection and Wynn Resorts, Ltd. He received Honorary Doctorates from Northeastern and Suffolk Universities and the University of Massachusetts at Lowell. He holds a Professional Director Certification from the American College of Corporate Directors, a public company director's education and credentialing organization. Ed earned his Master's degree from Anna Maria College in Massachusetts and his Bachelors of Science degree in Criminal Justice from New Hampshire College.

# MEET THE SPEAKERS

## KATHLEEN O'TOOLE

PARTNER  
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Kathleen is widely recognized for her principled leadership and successful reform efforts in North America and Europe. She started her career as a beat officer in the Boston Police Department where she worked a variety of patrol, investigative and undercover assignments. She eventually served as Chief of the Metropolitan District Commission Police, Lieutenant Colonel overseeing Special Operations in the Massachusetts State Police, Massachusetts Secretary of Public Safety, Boston Police Commissioner and



Seattle Chief of Police. She also served as Chief Inspector of the Garda Síochána, the Irish national police service. She was a member of the Independent Commission on Policing during the Northern Ireland Peace Process and chaired the Commission on the Future of Policing in the Republic of Ireland. She served on the board of the International Association of Chiefs of Police and Treasurer of the Police Executive Research Forum.

Kathleen earned her PhD at the Business School of Trinity College Dublin, JD at New England School of Law, and BA at Boston College. She was admitted to the Massachusetts Bar as a practicing attorney in 1982.

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# MEET THE SPEAKERS



## COLONEL BRENDA DIETZMAN (RET.)

**SEDGWICK COUNTY SHERIFF'S OFFICE**  
CHIEF EXECUTIVE OFFICER  
**WAYFINDER CONSULTING**

Col. Brenda Dietzman (Ret.) is a passionate speaker who provides evidence-based training solutions and inspiring presentations for both individual and organizational improvement. She is an IADLEST nationally certified trainer and has presented to national and international audiences for both private and public sector organizations. Her areas of expertise include resilience, leadership, developing women leaders and generational topics.

In 2019, Col. Dietzman retired from

the Sedgwick County Sheriff's Office in Wichita, Kansas as the undersheriff in charge of jail operations. She oversaw two facilities with a total population of 1400+ inmates, 300+ employees and a \$40 million budget. During her time in law enforcement, she also served as the captain in charge of the Patrol Division and the Judicial Division, a lieutenant in both the Patrol Division and the Special Project Unit, a Community Policing sergeant, detective, and a road patrol deputy. She has over 28 years of law enforcement and corrections experience. She has a Bachelor of Science degree in Administration of Justice from Wichita State University. She enjoys traveling, photography, mountain biking, running, meditation and reading. She is married and has three adorable rescue dogs.

# MEET THE SPEAKERS



## MICHAEL PARKER

**COMMANDER (RET.), LOS ANGELES COUNTY SHERIFF'S DEPARTMENT**  
CONSULTANT  
**STRATEGIC COMMUNICATIONS**

Michael Parker is an International Strategic Communications for Law Enforcement consultant, including recruitment and retention, crisis communications, social media, and news media.

From 2009-2014 he created and implemented the external and internal communications and social media strategy for the Los Angeles County Sheriff's Department (LASD), the second largest policing agency in the U.S. with 17,000 employees.

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 FEMA "Community Preparedness Heroes Award," and in 2013 he received the White House "Community Preparedness and Resilience Champions of Change Award."

Parker serves on the Executive Board of the IACP IMPACT (International Managers of Police Academy and College Training) Section. He works as an independent consultant (PAE) for USDOJ ICITAP (International Criminal Investigative Training Assistance Program) with police in multiple countries.

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# MEET THE SPEAKERS



## GREGG TINKHAM

CHIEF RANGER  
NATIONAL PARKS OF BOSTON

Gregg Tinkham's law enforcement career with the National Park Service began in 1994 as a Seasonal Park Ranger at Cape Cod National Seashore. He later worked at Rocky Mountain National Park in CO and Delaware Water Gap National Recreation Area in PA. In 2005 he became a Supervisor at Independence National Historical Park (NHP) in Philadelphia and was later promoted to Chief Ranger at Valley Forge NHP in 2010.

He moved back to his home state of Massachusetts in 2014, where he currently serves as the Chief Ranger for the National Parks of Boston, Saugus Iron Works and Salem Maritime National Historic Site. During many of these years, he also worked assignments as a wildland firefighter and served on the Regional Special Events and Tactical Team providing law enforcement and security assistance at major NPS events and incidents throughout the country. Chief Tinkham is currently married with 2 teenaged sons.

# MEET THE SPEAKERS

## COMMANDER JOHN BENDA

EXECUTIVE OFFICER  
USS CONSTITUTION

CDR Benda was raised in Dedham, MA. He attended Worcester Polytechnic Institute, earning a Bachelor of Science degree in Mechanical Engineering. Upon graduation in 2001, he was commissioned as an Ensign through the College of the Holy Cross NROTC program.

CDR Benda's sea tours include: USS ASHLAND (LSD 48) as Communications Officer; ASHLAND deployed with Amphibious Task Force East in January 2003 in support of Operation Iraqi Freedom; Amphibious Squadron Seven as Assistant Operations Officer embarked on USS BONHOMME RICHARD (LHD 6), which participated in Operation Unified Assistance; USS GARY (FFG 51) as his first department head tour from April 2009 until June 2010 where he deployed to the SOUTHCOM AOR and conducted counter narcotics operations.



(LHD 4) in support of theater security operations and national tasking; and aboard USS ESSEX (LHD 2) where he served as Damage Control Assistant.

Ashore, CDR Benda's first tour was served as Training Liaison Officer Afloat for Training Group Pacific. After taking several ships through the Unit Level Training Cycle, he was chosen as an individual augment to Joint Task Force 515 Forward as Operations Officer aboard USNS GySgt Fred W. Stockham (T-AK-3017) in Support of Operation Enduring Freedom; and as instructor and module lead for Expeditionary Warfare at Surface Warfare Officer School in Newport, RI.

From Nov. 2017 until Oct. 2019, CDR Benda served as the executive officer of USS CONSTITUTION, America's Ship of State.

CDR Benda is a Feb. 2013 graduate of the Naval War College.

He was recognized for his efforts by being selected as the Commander Naval Surface Forces Leadership Award recipient. From July 2010 until Dec. 2011 he served as Operations Officer for Amphibious Squadron One, deploying again to the 5th Fleet Area of Responsibility embarked on USS BOXER

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