# **Park Law Enforcement Association**

# **Conference Program 2019**

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| https://www.calranger.org/images/logolg_wht.jpg?crc=4198452844**PLEA & PRAC Combined Annual Conference** |
| **Monday March 4th** 9:00-4:00 PLEA Board Meeting  4:30-6:00 Registration and Vendor Set-up  6:00-8:00 Welcome Reception  8:00-10:00 Hospitality Room Open **Tuesday March 5th** 8:00-8:30 Registration  8:00-5:00 Vendor Display Open  8:30-9:00 Opening Ceremonies  9:00-5:00 Keynote Speaker:  Professor Kerry Plemmons, University of Denver  This will be an 8-hour University of Denver, Daniels College of Business Public Safety Leadership Certificate presentation. |
| **Special Presentation by:** |
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| **Dr. Kerry Plemmons** |
| **Professor of Practice** |
| **University of Denver, Daniels College of Business** |
| Plemmons_Kerry_170x230**2101 South University, #335 J, Denver CO 80208** |
| [Kerry.Plemmons@du.edu 720-280-7174](mailto:Kerry.Plemmons@du.edu) |
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| Kerry Plemmons has 30 years of entrepreneurial experience with success in launching and running small and medium-sized businesses in the U.S. and Mexico, and another 15 years as an academic and consultant. As an executive with Starbucks, Plemmons opened stores in the western U.S. and Canada, ran several test-market innovations, and led operations for a couple hundred stores. Prior to Starbucks, he partnered in creating the Pour la France! Restaurant chain in three states and Mexico. Since joining the University of Denver, Daniels College of Business full time in 2004, Plemmons has consulted to and built strategic plans with senior executives at Crocs, Kaiser Permanente, The American Camping Association, Colorado Parks And Wildlife, the Arapahoe County Board of Commissioners and Sheriff, Colorado Outdoor Education Center, The American Animal Hospital Association, Colorado Historical Foundation, Veterinary Management Group, Molson Coors, Environmental Chemical Corporation (ECC), Microsoft, DMB Development Company, Janus Capital Group, Monte Vista Cooperative, Anadarko Oil, DCP Midstream, Encano Oil, Intrado, First Data Corporation, Western Union and more. |
| During the 15 years of teaching at the Daniels College of Business, University of Denver, Plemmons created and delivered new courses in a variety of subjects. His passion is connecting innovation to leadership through experiential educational processes. He also has passion for helping leaders in the public safety professions and leads the University of Denver Public Safety Leadership program. With a group of colleagues, Plemmons built a program called the Compass where all graduate business students experienced leadership, ethics, and sustainability first in the classroom and then in the mountains of Colorado. In the Executive MBA program, he teaches strategic marketing, innovation and a global business sequence that culminates in a two-week international experience to places like Israel, Singapore, Rwanda, South Africa, Botswana, South Korea, China, Vietnam, Brazil, Chile, Argentina, Russia, Mongolia, and Turkey. |
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| Plemmons is a published author with his book, *Juxtapositions: Comparing Mild to Wild Success – Irreverently. Juxtapositions* looks at whole organizational success, where a kind and gentle revolution might create a strong cultural focus, when imagination leads to strategies that are implemented because they align with the organizational mission, and the individuals are rewarded and recognized so the imaginative strategy process gets repeated. |
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| Most of his consulting consists of working with groups of 10 to 400 after finding gaps in the client organizations. Plemmons and a group of Daniels colleagues create a solution, then build workshops and offsite sessions to close the gaps. In an average year, Plemmons works with 300 or more graduate students, and speaks to several thousand clients. |
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| **Keynote Speaker** |
| Professor Kerry Plemmons |
| University of Denver, Daniels College of Business |
| Public Safety Leadership |
| Creating Unity through Collaborative Cultures |
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| **Step One: Leading a Culture of Purpose and Resiliency** |
| ·         What is the purpose behind your organization? How do we leverage the purpose/mission of your organization to build resiliency in the daily work? |
| ·         Creating Servant Leaders in every part of your organization. |
| ·         Understanding the broader culture and history of rangers, park police, park public safety and conservation. |
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| Break |
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| **Step Two: Collaborative Creativity for Great Implementation of Your Mission** |
| ·         How does the purpose of your organization turn imagination into real strategies? |
| Tools and techniques to build effective collaboration for excellent implementation. |
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| Lunch |
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| **Step Three: Aligning the Organization to Keep Good People and Attract Top Talent** |
| ·         Are the core values, guiding principles and mission of the organization aligned with those who implement the strategies of the organization? |
| ·         How are good behaviors recognized and rewarded so they get repeated? |
| ·         How are bad behaviors recognized and tagged so that they are NOT repeated? |
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| Break |
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| **Step Four: Creating Unity Throughout the Parks and Public Safety Community** |
| ·         Sharing and cascading the mission, vision and values with the whole team |
| ·         Leading UP to build power behind the mission |
| ·         Collaborating with other agencies and stakeholders to celebrate the mission |
| ·         Pulling in the same direction to create a more stable future for rangers everywhere |
| ·         Influencing through Positive Peer Pressure |

8:00-10:00 Hospitality Room Open

# **Wednesday March 6th**

8:00-8:30 Registration

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| 8:30-10:00 Ranger Jewel Johnson, Mountains Recreation and Conservation Authority in Calabasas, CA, and the Secretary of the International Ranger Federation.   |  |  | | --- | --- | | |  | | --- | | **Title: Inter-agency cooperation** | |     Jewel Johnsonis a ranger for the Mountains Recreation and Conservation Authority in Calabasas, CA, and the Secretary of the International Ranger Federation.  For the past 20 years, Jewel has worked as a Park Ranger for a Southern California local public agency in the Wildland-Urban Interface, that is dedicated to the preservation and management of local open space and parkland, watershed lands, trails and wildlife habitat. As a Generalist Ranger, she is a California Peace Officer and Wildland Firefighter.  10:00-10:30 Break  10:30-12:00 Lt. Mark Caughlan, Larimer County Parks |
| **A person posing for the camera  Description automatically generatedTitle: Building Success Memorandums of Understanding with Partner Agencies**  Lt. Mark Caughlan is a District Manager for Larimer County Department of Natural Resources. Mark has worked 24 years as a park ranger with his department and currently manages the day to day operations for the third busiest reservoir in Colorado. While working on a degree in wildlife biology at Colorado State University he worked several seasonal wildlife related jobs including trapping and tagging black bears and fisheries management. Mark has gained a wide variety experience as ranger and public land manager. One of the largest areas of responsibilities of his job is developing and maintaining relationships with outside agencies and partners. Mark enjoys sharing the importance of building and maintaining external relationships to benefit public land agencies and their partners.  12:00-1:30 Lunch Break  1:30-2:30 Sean Hastings, National Marine Sanctuary, NOAA  **Title: Engineering Ocean Conservation, How Technology Can Support Wildlife Enforcement Officers**  Sean serves as the Channel Islands National Marine Sanctuary's Resource Protection Coordinator.  He is responsible for the development of policies and programs to address industrial, military, commercial and recreational uses and impacts in and around the Sanctuary. Sean has a Master of Marine Affairs Degree from the School of Marine Affairs, University of Washington, and a Bachelor of Arts in Environmental Studies, University of California at Santa Cruz.  2:30-4:30  Hugo McPhee, Director of public Safety Three Rivers Park Police   |  | | --- | | **Title: Utilizing Call Modality to Determine Staffing** | |  | |  | | Hugo McPhee is in his 28th year of law enforcement service and has been the Director of Public Safety at Three Rivers Park District (Minneapolis MN) since 2005. He has a master’s degree in management and has presented nationally on a variety of topics- most recently in 2017 at the US State Department Anti-Terrorism Conference in Washington D.C. Hugo has travelled to Mogadishu, Somalia to train and mentor senior leaders of their National Police as they strive to unite their country and bring stability to the country. He is presenting at Indiana University’s Great Lakes Training Institute and helped Miami-Dade County Parks establish a de-escalation best practices protocol in interacting with park visitors. | |  | | Hugo also completed Harvard University’s Kennedy School of Government National Leadership Preparedness Institute where he collaborated on a project to streamline emergency medical response during hurricanes.  3:00-3:30 Break  3:30-4:30 Continue Director McPhee’s Presentation  6:00-8:00 Awards Banquet and Closing Ceremony  8:00-10:00 Hospitality Room Open **Thursday March 7th** **Thursday's Training Field Trip**  The Channel Islands National Park islands are only accessible by park concessionaire boats Island Packers, who we have chartered. Space is limited so please register early to help us with planning. We will board buses in the morning at our hotel for the short transfer to the Island Packer dock where we will board their boat for the trip through Channel Islands National Marine Sanctuary and into the Channel Islands National Park. The National Marine Sanctuary Protection Coordinator Sean Hastings will be with us to explain how law enforcement responsibilities are corradiated and conducted between the many agencies that protect the visitors and resources.  https://channelislands.noaa.gov/images/home_tophdr.jpg  Â©Tim Hauf, timhaufphotography.comÂ©Tim Hauf, timhaufphotography.comScorpion Anchorage, Santa Cruz Island Â©timhaufphotography.comMap of Channel Islands National Marine Sanctuary   |  | | --- | | **Sanctuary Overview** | | Channel Islands National Marine Sanctuary, located off the coast of Santa Barbara and Ventura counties in California, is one of 14 federally designated marine protected area administered by the National Oceanic and Atmospheric Administration (NOAA), within the Department of Commerce. The sanctuary encompasses 1,110 square nautical miles (1,470 square miles) of water from mean high tide to six nautical miles offshore of Santa Barbara, Anacapa, Santa Cruz, Santa Rosa, and San Miguel islands. | | The sanctuary is a special place for species close to extinction, sensitive habitats, shipwrecks and maritime heritage artifacts. Many valuable commercial and recreational activities, such as fishing, shipping, and tourism occur in the sanctuary. A comprehensive ecosystem- based management approach is used to promote long term conservation of sanctuary waters, wildlife, habitats, and cultural resources, while allowing compatible human uses. | | The sanctuary’s remote, isolated position at the confluence of two major ocean currents creates remarkable biodiversity. The mingling of cool, nutrient-rich waters from the north with warm currents from the south form a dynamic transition zone that is home to a myriad of sea life from microscopic plankton to blue whales. | | **Key management partners include but are not limited to:** | |  | | [**Channel Islands National Park**](http://www.nps.gov/chis/index.htm) | |  | | [NOAA Office of Law Enforcement, Southwest Division](http://www.nmfs.noaa.gov/ole/index.html) | |  | | [NOAA Fisheries Service, West Coast Region](http://www.westcoast.fisheries.noaa.gov/) | |  | | [California Natural Resources Agency](http://www.resources.ca.gov/) | |  | | [California Department of Fish and Game](http://www.dfg.ca.gov/) | |  | | [California State Lands Commission](http://www.slc.ca.gov/) | |  | | [The Nature Conservancy, Santa Cruz Island](https://channelislands.noaa.gov/exit.html?url=http%3A%2F%2Fwww.nature.org%2Fourinitiatives%2Fregions%2Fnorthamerica%2Funitedstates%2Fcalifornia%2Fplacesweprotect%2Fsanta-cruz-island-california.xml) | |  | | [U.S. Coast Guard](http://www.uscg.mil/) | |  | | [Sea Grant](http://www.seagrant.noaa.gov/) | | |
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