



THE FLORIDA POLICE CHIEFS STARS PROGRAM

The Florida Police Chiefs STARS Mentors

Thank you for applying to serve as a STARS mentor to new police chiefs in the state of Florida. As you know, mentoring is a mutually beneficial relationship in which you, a knowledgeable and skilled police chief, can provide insight, guidance, and developmental opportunities to a new police chief in your region.

FPCA's goals for the STARS mentoring program are to:

- welcome the new chief to the FPCA;
- provide on-going counsel and assistance from experienced chief executives to new chiefs, especially those in their first chief's position;
- ensure the new police chief has knowledge and access to resources available in his/her new position, including all benefits FPCA offers; and
- ensure the success of a new chief and the continued high quality of the next generation of police chiefs.

FPCA's mission is to continuously enhance law enforcement professionalism by providing a unified voice for police chiefs statewide and nationally. We value the highest standards of excellence and performance, which are further reflected in our commitment to service, professionalism, integrity, and accountability.

We have established the following guidelines to assist you in your role as a mentor and to clearly establish FPCA's expectations.

1. FPCA will identify newly appointed police chiefs and send you an email to request that you serve as their mentor. Please respond immediately to FPCA to accept or decline the invitation.
2. Make contact with the new police chief within one week of the assignment. We ask that you introduce yourself and give the new chief your direct contact information. Let the new chief know that you are available and ready to assist.
3. Schedule a face-to-face meeting so that you can get to know the new chief and tell him/her about the Florida Police Chiefs Association, especially all the benefits we offer:
 - a. invitations to FPCA's superior training seminars and conferences specifically designed for the law enforcement executive
 - b. a members' only webpage offering access to model policies, links to useful websites, and a database of law enforcement generated questions and answers from fellow FPCA members;



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- c. networking opportunities via conferences and e-alerts which keep chiefs up-to-date on issues;
 - d. opportunities to develop leadership skills by serving on FPCA and statewide committees, councils, task forces and boards, as well as by involvement with a local chiefs association;
 - e. professional representation before the Florida Legislature on issues affecting law enforcement and public safety;
 - f. access to professional, skilled, and informed FPCA staff that work hard to serve Florida's police chiefs as their extended staff and provide assistance upon request;
 - g. professional publications; and
 - h. the FPCA legal hot line.
4. Your experiences as a Chief of Police can add tremendously to the likelihood of success of this chief. To that end, we would hope that you, as a designated mentor, take a role in assisting the new chief in:
- a. making the transition into the office, including the development of his/her 30-60-90 Day Plan;
 - b. understanding Florida's unique laws (e.g., Public Records, Sunshine Amendment, and the Police Officer Bill of Rights) and the legal resources available to understand and deal with these laws, especially if he/she is from out-of-state;
 - c. understanding the roles of and contact information for Florida's various officials, including those at the State level, the Circuit State Attorney, the County Sheriff, and Federal agencies;
 - d. understanding the role of and the chief's relationship with the Criminal Justice Standards and Training Commission and its local field representative; and
 - e. identifying other state and local resources, including local chiefs associations, available to the new chief in successfully making the transition to this new position.
5. Invite him/her to attend the next FPCA conference and the STARS New Chiefs Seminar. Provide preliminary information on what to expect at the conference. Once there, act as a host for the new chief and introduce him/her to other chiefs, the Board of Directors, and FPCA staff. Encourage the new chief to enhance his/her networking by participating in one of our substantive committees.
6. Especially during the chief's first year in office, regularly schedule meetings, lunches, and telephone calls to provide on-going assistance, support, and counsel to the new chief of police, forging a life-long mentor relationship.

Thank you for your willingness to serve as a STARS Mentor!