

Florida Department of Law Enforcement



Criminal Justice Professionalism Update

This report is intended to summarize the significant events and committee meetings held in conjunction with the quarterly meetings of the Florida Criminal Justice Training Center Directors' (TCD) Association and the Criminal Justice Standards and Training Commission. This report summary covers the meetings and events held August 1-4, 2016, at the Sawgrass Marriott in Ponte Vedra Beach, Florida. The Bureau of Standards and the Bureau of Training have included reports covering TCD committee meetings, the probable cause panel, the field services meeting, the Commission workshop, and the CJSTC meeting. Bureau Chief contacts are identified within the document. Please direct any questions to Director Dean Register, deanregister@fdle.state.fl.us or the respective Bureau Chief. This report is not a substitute for the full minutes of the Criminal Justice Standards and Training Commission nor is it the official minutes for the Florida Criminal Justice Training Center Directors' Association meeting.

Bureau of Standards Report

Commission Rules Workshop, Field Services, Probable Cause Hearing, CJSTC Business Meeting.
Chief Glen Hopkins glenhopkins@fdle.state.fl.us

Field Services Meeting — August 2, 2016. In addition to administrative reminders and normal updates provided by the Bureau of Training and the Professional Compliance Section, the issues listed below were discussed by the FDLE Field Services Section.

- **Trust Fund Audits** — Several topics related to auditing the training center classes and trust fund expenditures were discussed. These included the desired time frames for the class audits to be conducted, when and how perfect audits are determined, and when a CJSTC 200 form is completed related to the audit. The goals of the section are to complete class audits within six months of the end of each semi-annual time period during a fiscal year and to complete the financial audits by December 31st. Audit reports will be reviewed by the manager following the audit completion to determine if the training center will receive a perfect audit, regardless of when the audit findings will be presented to the

Commission. The CJSTC 200 form will be completed for any audit in which there are rule violations found.

- **Electronic Records** — A question was raised in one area regarding the retention of original documents once they are scanned into the agency's electronic storage. The issue was researched by Assistant General Counsel Joe White, who provided Rule 1B-24.003, F.A.C., authored by the Department of State, which indicated electronically maintained copies of records can be maintained as the original and the paper copies designated as duplicates and disposed of.
- **High School Diploma or Equivalent** — Recently, a question was raised from the Department of Education regarding the Commission's acceptance of high school diplomas other than standard diplomas. The Commission visited this issue in 2006 and determined that with the advent of the Basic Abilities Test, special high school diplomas would be accepted. Technical Memorandums 2006-10 and 2008-5 were issued regarding this issue and remain as the direction from the Commission on this issue. This was presented as an informational item.
- **Juvenile Record Expungement** — One of the field representatives recently reviewed a file for certification in which the applicant's record had been expunged pursuant to s. 943.0515, F.S. This section requires a juvenile record that meets certain criteria be expunged automatically either 2 years or 5 years after the juvenile reaches the age of 21. After discussion, it was determined this does not present an issue because the records in question are for criminal cases held in juvenile courts and with very few exceptions do not prevent a person from being eligible for certification as an officer.
- **Officer Records Section Clearing Application Deficiencies** — The Officer Records Section is responsible for reviewing and clearing any deficiencies issued by the field representatives when reviewing certification applications. The concern was raised that the CJSTC 59 forms and/or the CJSTC 71 forms are not being signed once deficiencies are cleared. After discussion, it was determined that the members of the Officer Records Section would obtain the form(s) along with the documents required to clear the deficiency and would sign the form(s) as Commission staff. A copy of the signed form(s) will be sent back to the employing agency for their file. The Officer Records Section was advised of this change during their monthly meeting held on August 12, 2016.
- **Agency Random Drug Testing Methods** — An agency inquired about using methods other than analysis of urine for their random drug testing. The agency was advised that in order

for the Commission to proceed with a disciplinary case where the officer tested positive for a controlled substance, it would have to be based on a urine test or blood test. Other methods have not been recognized by the Commission at this time. This was presented as an informational item.

- **Agency Retention of Fingerprint Results** — An issue was discussed during the general area discussion portion of the meeting regarding agencies destroying the fingerprint response. During discussion, it was determined that agencies have been receiving conflicting information regarding the retention of fingerprint results. Section 943.133(1), F.S. mandates the employing agency collect, verify, and maintain the documentation establishing an officer's compliance with the minimum standards outlined in s. 943.13, F.S. which include the processed fingerprints. Following the Field Services meeting, Division management met with members of CJIS and the Florida Accreditation Office and will issue a technical memorandum directing the agencies to maintain the fingerprint results and to store the fingerprint results in compliance with CJIS policies.

Probable Cause Hearing — August 3, 2016. Below is a summary of some moral character violation cases discussed during the Probable Cause Panel Hearing. The following Commission members sat on the panel: Mr. Steve Courtoy-Chair; Deputy Willie Weiss and Major Michael Allen; Regional Director Brian Riedl, alternate. Clark Jennings served as the Commission's legal counsel. Case Specialist Erica Gaines and Training and Research Manager Stacy Lehman presented cases.

Case #38500

The respondent was charged with Permitting Another to View Photo Recording of a Killing. The respondent was terminated from the Pasco County Sheriff's Office subsequent to an internal investigation which sustained commission of a felony. While on duty on January 19, 2015, the respondent used his personal cell phone to take pictures of a male who committed suicide. He then sent three photographs of the deceased man to his ex-girlfriend's cell phone. The ex-girlfriend made a complaint with the sheriff's office and provided copies of the photos. She stated that she did not ask for the photos and was offended by them. When the respondent was interviewed, he stated he sent the photographs because he was having a bad weekend. He was arrested for permitting another to view photos of a recorded killing. On November 20, 2015, the respondent entered into a pretrial intervention agreement. He agreed to submit to a psychological examination, if ordered. He also agreed to submit to a random urinalysis, was required to perform 35 hours

of community service work, required not to possess, or attempt to purchase a firearm, and was required to pay court costs and fees. During the hearing, the respondent's attorney provided the panel with documents related to the statute associated with the charge. The attorney argued that the statute only applied to the actual act of the killing of a person, not photographs of an already deceased person. Additionally, the attorney argued that since the photographs were taken on the respondent's personal cell phone, and were not added to any official sheriff's office documents, they were not public records and could not be considered such. The panel indicated that the belief that since the respondent took the photographs while on duty, he created a public record which was then protected due to the subject matter. The panel voted to find probable cause.

Case #39679

The respondent was charged with Cruelty to Animals. The respondent resigned from the Manatee County Sheriff's Office while being investigated for the sustained charge of unlawful conduct. On September 3, 2015, the respondent went to an animal shelter and adopted a kitten and cat for himself and his two daughters. During the adoption process, the respondent mentioned to the animal care specialist that one of his daughters suffered with allergies. The animal care specialist stated that if the respondent had issues with the cats to call first, stressing that the return policy is based on the shelter population at the time of the return. The next morning, the respondent's daughter was unable to breathe through her nose and had developed a skin rash. The respondent contacted a fellow officer to see if he could take in the cats but the officer was unable to take the cats. Later that afternoon, the respondent released the cats in an area behind a local shipping facility. On September 6, 2015, a couple riding their bicycles in the area of the shipping facility discovered the kitten and posted information on the kitten on social media. A volunteer coordinator with animal services saw the posting, recognized the kitten, and directed an employee to conduct a welfare check on the cats adopted by the respondent. On September 9, 2015, the employee made contact with the respondent, who stated that both cats reacted badly, jumped the fence, and ran away. The respondent indicated that he was aware that the cats were microchipped and would be interested in taking back the cats if found. During a sworn interview with the respondent on September 11, 2015, he admitted that he abandoned the cats behind the shipping facility after his daughter had a bad allergic reaction to the cats. He stated that he did not have an option and needed to find the quickest way to remedy the situation concerning his daughter's health. The respondent indicated that he spent the

weekend washing and cleaning the house as his daughters were returning to his residence that following Monday. On February 9, 2016, the respondent entered into a Deferred Prosecution Agreement for ninety days. Per the agreement, the respondent was required to refrain from intoxicants or illegal drugs, maintain lawful employment, have no care, control, custody, or possession of domestic animals, and pay court fees and fines. The panel voted to issue the respondent a Letter of Guidance.

Commission Rules Workshop — On August 3, 2016, a Commission Rules Workshop was held to discuss revisions to Rule Chapters 11B-14, 11B-18, 11B-20, 11B-21, 11B-27, 11B-30, and 11B-35, F.A.C. Bureau Chief Hopkins presented the proposed rules, and the Commission and audience were given an opportunity to ask questions and offer comments about the proposals.

Criminal Justice Standards and Training Commission Meeting – The following is a brief summary of some of the items discussed at the Criminal Justice Standards and Training Commission Meeting held on August 4, 2016. The full meeting minutes will be posted on the FDLE website upon approval by the Commission.

Officer Killed in the Line of Duty – None

Announcements and Recognitions/Acknowledgements

Chairman Hutching acknowledged the following new Commission members and reappointment:

- **Chief Robert Hardwick** of the St. Augustine Beach Police Department. He succeeds Steven Steinberg and is appointed for a term beginning August 1, 2016, and ending August 1, 2020;
- **Chief Jeffrey Pearson** of the Satellite Beach Police Department. He is appointed to a vacant seat (previously held by Retired Chief Van Toth) for a term beginning August 1, 2016, and ending August 1, 2018; and
- **Sheriff David Shoar** of the St. Johns County Sheriff's Office who was reappointed for another 4-year term beginning August 1, 2016, and ending August 1, 2020.

Election of Officers

Nominations for Chairman:

Commissioner Weiss nominated Commissioner Hutching to serve another term as Chairman. Seeing no other nominations, the floor was closed. Commissioner Hutching accepted the nomination.

Commission Action: *Commissioner Harriss moved that Commissioner Hutching be elected to serve another term as Chairman; seconded by Commissioner Pearson; motion carried.*

Nominations for Vice-Chairman:

Commissioner Courtoy nominated Commissioner Griffin to serve another term as Vice Chairman. Seeing no other nominations, the floor was closed. Commissioner Griffin accepted the nomination.

Commission Action: *Commissioner Arzon moved that Commissioner Griffin be elected to serve another term as Vice Chairman; seconded by Commissioner Weiss; motion carried.*

Resolutions

The following resolutions were read into the records:

- 1) Commissioner Benito Arzon** of the Orange County Department of Corrections. He was appointed to the Commission on July 24, 2013, and during that time served on the Prejudicial Behavior Committee in 2016. The Commission commended Correctional Officer Arzon for his years of dedicated service and wished him well in retirement and his future endeavors.
- 2) Mr. Henry Wayne Graves** has been a member of the Florida Department of Law Enforcement and the Criminal Justice Professionalism Division since January 29, 1993, serving as a Research and Training Specialist and a Government Analyst II. Mr. Graves' dedication and commitment to service has been an invaluable asset to the Criminal Justice Professionalism Division and the Commission from January 13, 2006 to this date, as a Field Specialist with the Division. A special presentation was also made to Mr. Graves by Training & Research Manager Terry Baker of the Bureau of Standards on behalf of the Field Services and Records Section. The Commission wished him well in retirement and his future endeavors.
- 3) Mr. Roy Gunnarsson** served the Commission and the Criminal Justice Professionalism Division from February 11, 2005 to June 23, 2016, as a Training and Research Manager. He recently accepted a position with the Federal Law Enforcement Training Centers (FLETC). During his tenure with the Division, Mr. Gunnarsson gave oversight to the development and administration of more than 70,000 State Officer Certification Examinations and 220,000 Basic

Abilities Tests. He also gave oversight to the procurement and successful implementation of the computer based testing for the State Officer Certification Examination (SOCE). In addition, Mr. Gunnarsson conducted several law enforcement, corrections, and correctional probation job analyses regarded as some of the most comprehensive in the nation.

- 4) **Ms. Jill Simpson** served the Commission and the Criminal Justice Professionalism Division from February 3, 2003 to June 9, 2016, and has been an invaluable asset to the Division and the Commission. Since Ms. Simpson was not present, Commission staff agreed to deliver the resolution to her.

Recommendation: Commission staff recommended the Commission adopt the resolutions as presented.

Commission Action: *Commissioner Connell moved that the Commission adopt staff's recommendation; seconded by Commissioner Williams; motion carried.*

Training Center Directors Association Chairman's Meeting Remarks

Training Center Directors Association (TCDA) Chairman Jay Romine was unable to attend the Commission meeting; however, Vice Chairman Rick Davis of the North Florida Community College, Public Safety Academy, provided the following report:

- During the week, TCDA Chairman/Director Jay Romine, of the Manatee Technical College Criminal Justice Academy, attended the Florida Police Chiefs Association (FPCA) Conference. While attending the conference, he was inducted into the FPCA Wall of Honor for his years of service.
- The TCDA adopted its scholarship program to award scholarships to current or incoming recruits or cadets in their training programs. In honor of former TCDA member, Director Phil Royal, who died unexpectedly, the TCDA established the Phil Royal Memorial Scholarship Fund. Interested scholarship applicants should contact the training center directors in their respective region to obtain an application.
- In May 2016 and during its August 2016 meeting, the TCDA expressed its support of creating a rule that would prohibit romantic relationships between certified instructors and students attending basic recruit training classes. The rule language would focus on relationships cultivated from instructor/student relationships, not relationships existing prior to attending the training. This issue will be included on the agenda for the next Officer Discipline Penalty Guidelines Task Force meeting.

- Pursuant to Florida Statute 119, the TCDA expressed concern for public records requests as it relates to the students enrolled in the basic recruit training programs. Director Register will address this matter in his CJP Updates.

Regional Criminal Justice Selection Center Directors Association Remarks

Selection Center Chairman Robert “Bobby” Dolan, of the Santa Fe College Institute of Public Safety, reported the following topics: 1) ATMS rewrite and received updates from FDLE; 2) Basic Abilities Testing (BAT); and 3) Use of polygraphs and psychological exams prior to basic recruits entering the police academy.

Criminal Justice Professionalism Updates

Director Dean Register of the Criminal Justice Professionalism (CJP) Division reported the following:

- A personal welcome was extended to Commissioner Hardwick and Commissioner Pearson for their new appointments to the Commission. Director Register also thanked Mr. Roy Gunnarsson and Mr. Wayne Graves for being the “cornerstones” of what we (FDLE) do and wished them well.
- The FDLE is preparing for the 2017 Legislative Session.
- Copies of the Quarterly Update were provided to all Commission members and they were asked to offer feedback on its contents. In addition, the Automated Training Management System (ATMS) Rewrite Project Newsletter was provided to Commission members. The publication was created by FDLE’s Information Technology Services (ITS) to keep everyone abreast of the status of the project. According to the newsletter, the ATMS rewrite project is on schedule and within budget.
- A “draft” letter was presented to address the change in CJST distribution of trust fund money from a threshold of \$500,000 to \$750,000. The letters and training school contract addendums will be prepared and mailed to all training schools within two weeks.
- As a follow-up to TCDA Vice Chairman Davis’ comments, Director Register addressed the exemptions for information concerning law enforcement; however, there is a “gap” with regard to recruits. Currently, none of the information for individuals entering the basic recruit training programs is exempt (i.e., date of birth, home address, etc.) The idea is to parallel, or “mirror” the law enforcement exemption for basic recruits. In other words, when the individuals enter an

academy to become certified as an officer, their information would also be protected. The CJP is in its early stages of working with the FDLE General Counsel on this worthwhile effort.

Commission Action: This agenda item did not require Commission action.

CJS&T Trust Fund Revenue Report for FY 2015 – 2016

Bureau Chief Hopkins presented this agenda item and provided the following trust fund revenue update.

- The FY 2015 – 2016 operating budget is **\$12.9 million** and the revenue for July 2015 through June 2016 totaled **\$8.9 million** (excluding examination and tuition fees).
- The average monthly revenues continue to decline when compared to Fiscal Year 2014 – 2015. For the Fiscal Year 2015 – 2016, revenues were **\$747,308 (or 8.45%) below** what they were for the same period in Fiscal Year 2014 – 2015.
- The operating budget for officer training for FY 2015 – 2016 is **\$5.0 million** and provides \$67 for training each of Florida's 74,951 officers.
- Disbursements to the regional training areas for the fiscal year totaled **\$5.0 million**.
- The July 1, 2015 beginning cash balance was **\$5.4 million** and the cash balance on June 30, 2016, was **\$7.4 million**, after meeting all obligations.

Commission Action: This agenda item did not require Commission action.

Trust Fund Audit Recommendations

Bureau Chief Glen Hopkins presented this agenda item to the Commission to request approval for the final audit recommendations for Fiscal Year 2014 – 2015 for Regions VII and VIII. The audits are only included in the Commission and Commission staff's Commission packets. Section 943.25(4), F.S., requires that the Commission establish, implement, supervise, and evaluate the expenditures of the Criminal Justice Standards and Training Trust Fund for Commission-approved advanced and specialized training program courses. Rule 11B-18.010, F.A.C., requires that the Commission audit any training facility or program and fiscal agent's accounting records and procedures for compliance with laws, rules, budget provisions, and contractual agreements. **Perfect audit certificates** were presented to Eastern Florida State College, Public Safety Institute; Criminal Justice Academy of Osceola; Valencia College, Criminal Justice Institute; and Polk State College, Kenneth C. Thompson Institute of Public Safety.

Recommendation: Commission staff recommended the Commission approve the audit findings and recommended corrective actions for Fiscal Year 2014 – 2015 for Regions VII and VIII as presented to the Commission.

Commission Action: *Commissioner Arzon moved that the Commission adopt staff's recommendation; seconded by Commissioner Harriss; motion carried.*

NOTE: Director Dave Heffernan of the Valencia College, Criminal Justice Institute, introduced the following members of his staff: Ms. Terri Johnson, Ms. Brenda Townsend, and Mr. Steve Kelly.

Criminal Justice Agency Profile (CJAP) Report for 2015

Bureau Chief Glen Hopkins presented this agenda item to the Commission to request approval of the 2015 CJAP Report. Section 943.18, F.S., requires that the Criminal Justice Standards and Training Commission, "...make a comprehensive study of the compensation and benefits paid to law enforcement and correctional officers throughout the state...," to include factors upon which compensation is based. This report is intended for use by law enforcement and correctional agencies, as well as local and state governments, as a tool to evaluate the sufficiency of compensation paid to criminal justice personnel throughout Florida.

The 2015 CJAP Report contains information on officer demographics, compensation, benefits, training programs, and specialized units. The report is available on the FDLE internet site (www.fdle.state.fl.us). From the home page, select "Quick Links". The Criminal Justice Agency Profile Report is listed alphabetically in the list of links. The 2015 CJAP Report is separated by disciplines for comparison of compensation and benefits of responding agencies. The data was collected from surveys distributed to the agency heads of all state, county, and city law enforcement and correctional agencies, and is based on the minimum compensation for entry-level officers.

Recommendation: Commission staff recommended the Commission review and approve the 2015 CJAP Report. The 2015 CJAP survey results will be placed on the FDLE website and made available to criminal justice agencies and the public.

Commission Action: *Commissioner Riedl moved that the Commission adopt staff's recommendation; seconded by Commissioner Harriss; motion carried.*

Proposed Rules and Forms Revisions

Bureau Chief Glen Hopkins presented this agenda item to the Commission to request approval of Criminal Justice Standards and Training Commission rule revisions in Rule Chapters 11B-14, 11B-

18, 11B-20, 11B-21, 11B-27, 11B-30, and 11B-35, F.A.C. Bureau Chief Hopkins presented the proposed rules during a Commission Rules Workshop on Wednesday, August 3, 2016. The Commission and audience were given an opportunity to ask questions and offer comments about the proposed rules.

Recommendation: Commission staff recommended the Commission: **1)** Approve the rule revisions as presented; **2)** Approve Commission staff to begin the rule promulgation process; and **3)** Approve Commission staff to make non-substantive revisions as requested by the Joint Administrative Procedures Committee and FDLE Legal Counsel.

Commission Action: *Commissioner Allen moved that the Commission adopt staff's recommendation; seconded by Commissioner Spaulding; motion carried.*

Request for Denial of Basic Abilities Test for Frandy Dejean, pursuant to Rule 11B-35.0011, F.A.C.

FDLE Assistant General Counsel Linton Eason presented this agenda item to the Commission to discuss Frandy Dejean and charges that he engaged in conduct that subverted or attempted to subvert the Basic Abilities Test Process, pursuant to alleged misconduct associated with Rule 11B-35.0011, F.A.C., Misconduct related to the Commission-approved Basic Abilities Test. Mr. Dejean was present and sworn in.

Recommendation: Commission staff recommended the Commission find that probable cause existed and that Frandy Dejean did engage in conduct that subverted or attempted to subvert the Basic Abilities Test Process, and direct Commission staff to: **1)** Declare that Mr. Dejean forfeits the application fees from his February 24, 2016 and March 22, 2016 tests; **2)** Nullify all Basic Abilities Test scores for all tests taken on or after February 24, 2016, including the Law Enforcement Basic Abilities Test taken at Miami-Dade College on March 22, 2016; **3)** Issue Mr. Dejean a letter of intent to deny, which would prohibit him from taking a Basic Abilities Test for any discipline for a period of five-years from the date of the final order, pursuant to Rule 11B-35.0011(5), F.A.C; and **4)** Review any future Officer Certification Application to determine if a denial of the application is warranted.

Commission Action: *Commissioner Harriss moved that the Commission issue a notice of intent to deny; seconded by Vice Chairman Griffin; motion carried.*

Requests for Variance or Waiver

FDLE Counsel Linton Eason presented and the Commission granted approval of three (3) waivers.

Petition for Declaratory Statement by Hialeah Assistant City Attorney Owen Kohler for Clarification of Rule 11B-27.00225, F.A.C.

FDLE Assistant General Counsel Linton Eason presented this agenda item to the Commission for a declaratory statement concerning Commission staff's application of Rule 11B-27.00225, F.A.C., as requested by Hialeah Assistant City Attorney Owen Kohler. Mr. Kohler was present.

In March 2015, the City of Hialeah terminated the employment of Police Lieutenant Ricardo Fernandez. Pursuant to the Collective Bargaining Agreement, Lieutenant Fernandez appealed his termination and the matter proceeded to arbitration. In May 2016, the arbitrator reinstated Lieutenant Fernandez and ordered that he be "made whole" after serving a 30-day suspension. A copy of the arbitrator's opinion is attached.

As a normal course of action upon a police officer's reinstatement through arbitration, the City of Hialeah has had a practice of having the reinstated police officer submit to a drug screen prior to being returned to active duty. The City has relied upon Rule 11B-27.00225, F.A.C., which requires a new urine sample following "any break in service". However, the City recently became aware of a FDLE General Counsel Memorandum dated September 10, 2004, which interprets Rule 11B-27.00225, F.A.C., as not requiring the drug testing of officers who have been granted reinstatement by an arbitrator.

Mr. Kohler submitted a letter on behalf of Chief Sergio Velazquez requesting that the Commission clarify its intent on this rule, define "any break in service", and provide guidance as to the application of this rule.

Recommendation: Commission staff recommended the Commission uphold the FDLE General Counsel's interpretation of Rule 11B-27.00225, F.A.C., outlined in the attached memorandum dated September 10, 2004, as it pertains to officers who have been reinstated and "made whole" as a result of an arbitrator's decision. Discussion was held, and Commission Attorney Clark Jennings advised this is a more "broad-based case" rather than a Declaratory Statement. He further suggested the Commission deny the Declaratory Statement.

Commission Action: *Commission Harriss moved that the Commission deny the Declaratory Statement; seconded by Commissioner Hardwick; motion carried.*

Psychological Evaluations: A Proposal by Dr. Earl Griffith to Conduct a Research Study of 100 Revoked Deputy Sheriffs and Police Officers

Bureau Chief Glen Hopkins presented this agenda item to the Commission at the request of Dr. Earl Griffith, a Florida licensed psychologist, to conduct a research study of 100 revoked deputy sheriffs and police officers. Dr. Griffith was present to offer a presentation to the Commission.

Commission Action: *This agenda item did not require Commission action.*

NOTE: Discussion was held, and the Commission expressed concerns regarding officer privacy laws and suggested Dr. Griffith: 1) contact individual agencies to request participation in his ongoing study; and 2) submit a public records request to FDLE to request the Bureau of Standards (Professional Compliance) provide a list of individuals whose certifications have been revoked. In addition, Director Dean Register advised the FDLE shared the same concerns as the Commission and could not support Dr. Griffith's study.

Florida Public Safety Institute 8th Annual Instructor Training Seminar

Coordinator Gigi Hawthorne of the Advanced and Specialized Training Office at Tallahassee Community College, Florida Public Safety Institute, presented this agenda item to update the Commission on the 8th Annual Instructor Training Seminar. From the mid 1990s to 2007, the Criminal Justice Standards and Training Commission sponsored a high liability conference to help officers and instructors network and increase their skills. When FDLE found it no longer financially feasible to continue the conference, the Florida Public Safety Institute (FPSI) began sponsoring the conference.

On October 9-14, 2016, the FPSI will hold its 8th Annual Instructor Training Seminar in Havana, Florida. In addition to officers and instructors from the state of Florida, FPSI is expecting participants from Alabama and Georgia as well.

Unagendaed Items

Director Register advised the Commission of the Governor's Press Release on this same date appointing Commission Chairman, Director Greg Hutching, to serve another four-year term on the Commission, effective August 3, 2016 – August 1, 2020.

Bureau Chief Hopkins introduced the following CJP members who were recently promoted in the Bureau of Standards: Research & Training Specialist Anjani Torres (Professional Compliance); and Administrative Assistant II Lindsey Miller (Field Services).

Bureau of Training Report

Training Center Directors meetings and Commission business meeting. Chief Dwight Floyd, [dwightfloyd@fdle.state.fl.us](mailto:dwrightfloyd@fdle.state.fl.us)

High Liability Defensive Tactics Techniques Training: In 2014, the Commission approved the development of a new Advanced Training Program course: Defensive Tactics for Correctional Officers. In 2015, the Training Center Directors Association’s High Liability Committee requested the Bureau of Training review current techniques in the Basic Recruit Training Program to see if the number of techniques required could be reduced. The Committee's intent is to allow for more repetitions of techniques used on the job by reducing the number required for practice and proficiency.

In April of 2016, FDLE conducted a survey to collect information including which DT techniques law enforcement, corrections, and correctional probation officers currently use on the job; what officers think about the number of techniques taught in basic training; and how frequently they train in DT. The survey was open for approximately one month (mid-April to mid-May). Links to the survey were sent to sheriff’s offices, police departments, correctional facilities, state agencies, and training centers. There were 2,194 responses. Staff has analyzed quantitative data and is currently analyzing qualitative data from the survey. Completion of the qualitative analysis is expected in August.

All three audiences were well-represented in the survey, as shown in Table 1—Certification. Approximately 20 percent of respondents were DT instructors. Note that responses total more than 100 percent because respondents were able to check more than one certification.

Corrections	39%
Correctional Probation	36%
Law Enforcement	32%

Table 1—Certification

About half of respondents said they felt there are aspects of Basic Recruit DT training that could be improved. Approximately 29 percent of respondents felt that too many techniques are taught in Basic Recruit DT. When asked to rank a series of statements in order of importance, “usefulness of techniques” and “number of repetitions” were the top two. Close to half of the respondents said they receive agency sponsored

defensive tactics training once a year, and close to one-third said they “rarely or never” receive agency sponsored defensive tactics training beyond what is required by the CJSTC.

Further analysis will lead to more insights into what tactics officers are actually using on the job—which may or may not include tactics currently taught in Basic Recruit DT. The analysis will also highlight any differences between how corrections, correctional probation, and law enforcement officers use DT.

In addition to the survey, staff also plans to conduct workshops to guide revisions to the Basic Recruit DT curriculum and the creation of the Advanced DT for Correctional Officers. Our survey tool collected contact information from those who were interested in participating in workshops. Those names will be considered to select officers and instructors to participate in the workshops. The High Liability Committee will be asked to help in selecting participants.

New Website for Accessing Basic Recruit Training Curricula: Because of concerns regarding the open access of law enforcement officer training techniques on the FDLE website, the basic recruit training curricula web page has been moved to a secure site. Currently, training academies and agencies may access it through ATMS. In the future, training schools will be provided a login page that will give direct access to the curricula. Training schools will be given a user name and password for the login. The password will be changed annually. Training school directors and coordinators are asked to share this information with basic recruit instructors for their availability. Agencies will continue to access training curricula, such as the law enforcement auxiliary officer basic recruit training program, through ATMS.

Implementation of the Correctional Probation Basic Recruit Training Program — A new Correctional Probation Basic Recruit Training Program was scheduled for implementation in July. To allow more time for staff to develop new SOCE test items and training academies new end-of-course test items, the implementation date has been changed to November 1, 2016.

Development of a New Law Enforcement Auxiliary Officer Basic Recruit Training Program — The staff has conducted a job task analysis for the law enforcement auxiliary officer job. A new curriculum is under development and is going to be presented to the CJSTC for approval. At that time, the Commission will also approve the date of implementation, which will coincide with the date that all law enforcement auxiliary officer candidates will be required to pass the SOCE. This will not affect current certified law enforcement auxiliary officers.

Revisions to the Corrections Basic Recruit Training Program — In April through June of 2015, the staff conducted instructor workshops across the state to receive feedback on the Corrections Basic Recruit Training Program. Based on the feedback, the staff is making revisions that will help both the student and the instructor. Additionally, it was expressed during many of the workshops that for specific courses there was not enough time allotted to ensure that the students learned what was being taught. Staff is anticipating a recommendation that hours be added to some of the courses to give instructors more time to teach the material. Staff will present their recommendations to the Training Center Directors Association for their input in November. Recommended changes to the hours are going to be presented to the Commission in January 2017.

Specialized Training Program: Role-Play Scenarios for Facilitative Learning Course (update)

— At the May Training Center Directors meeting, FDLE presented a draft of the blended course to the Advanced/Specialized Training Committee and asked for their input. Their feedback was incorporated into the course. The online portion of the course provides an overview of what role-playing scenarios are and how to write and use them in training. The classroom portion of the course aims to provide realistic demonstration and practice of the concepts learned in the online portion of the course via the use of scenarios in a group context. Students are required to complete the online portion of the course before attending the classroom portion. The Commission approved the updated course to include a reduction from 16 to 8 (2 hours for online, 6 hours for classroom) hours, effective August 4, 2016. Completion of the training may count towards an officer's mandatory retraining requirement.