



Florida Police Chiefs Association
Serving Florida's Law Enforcement Since 1952

2024 New Police Chiefs Seminar

TENTATIVE WORKING AGENDA

Monday, March 25th

8:00am	Welcome and Introductions <i>Chief Sean Brammer, Florida Atlantic University Police Department and FPCA District 13 Director</i>
8:30am-9:30am	Legal Updates Instructor: TBD
9:30am-12:30pm	The Disciplinary Process through Florida's Criminal Justice Standards and Training Commission Instructor: Retired Chief Patrick Lynn, Fort Lauderdale PD <ul style="list-style-type: none"> • An overview of the agency and Chief specific responsibilities in an officer discipline case • The CJSTC Disciplinary process • Police Officer Bill of Rights
12:30pm-1:30pm	Lunch Sponsor:
1:30pm-4:30pm	CONTINUED... The Disciplinary Process through Florida's Criminal Justice Standards and Training Commission Instructor: Retired Chief Patrick Lynn, Fort Lauderdale PD
5:00pm-6:00pm	Meet and Greet Networking with Future & New Chiefs Sponsor:

Tuesday, March 26th

8:00am-12:00pm	<p>Ethics and the Chief of Police Instructor: <i>Mr. Michael Ramage, FDLE General Counsel (ret.), General Counsel for Institute for Intergovernmental Research, Inc.</i></p> <ul style="list-style-type: none"> • A review of Florida’s statutory ethics obligations that apply to Chiefs of Police • An examination of the ethics challenges “Millennials” as your incoming workforce present • A review of the special role police maintains and the importance of maintaining high ethics • A review of “pitfalls for leaders” to help you guard against ethics lapses and to assure you are a strong role model • A discussion of some likely officer ethics issues you may encounter including a sharing of ideas. • A review of required reports by law enforcement agencies by the State of Florida
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12:00pm-1:00pm	<p>Lunch Sponsor: Redspeed</p>
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1:00pm-4:00pm	<p>Media and Communications: Instructor: <i>Mark Economou, PIO, Boca Raton PD</i></p>
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Wednesday, March 27th

8:00am-12:00pm	<p>Adding New Tools to the Police Chief Toolbox: Shifting Strategic Focal Points Instructor: <i>Dr. Marshall Jones, FIT, Assistant Professor School of Psychology and Director of CoPLA Online Programs & Director for the Center for Applied Criminal Case Analysis</i></p> <p>This presentation is designed to offer an array of “tools” for chiefs based on the presenter’s applied research, training, consulting, and coaching with police executives.</p> <ul style="list-style-type: none"> • Appreciate the necessity of strategic focal shifts from command to chief. • Explore various multidisciplinary theories and models of management and organizational behavior that may assist in navigating agency challenges. • Understand the concept of Leadership Pathfinding, the strategic building blocks of effective leadership and teams, and how you can develop a leadership pipeline and avoid dysfunction. • Discuss and understand the critical dynamics of personality, communication, expectations, and dealing with difficult employees toward optimal job satisfaction. • Discuss the concepts of maintaining self-awareness, accountability teams, thinking and bias traps, and where to find “lifelines” as a new chief. • Understand the use of statistics and data-driven research and how to prepare to defend your agency from unfair and biased attacks.
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12:00pm-1:00pm	Lunch Sponsor: AXON
1:00pm-4:00pm	Managing Generational Differences Instructor: <i>Dr. Marshall Jones, FIT, Assistant Professor School of Psychology and Director of CoPLA Online Programs & Director for the Center for Applied Criminal Case Analysis</i>

Thursday, March 28th	
8:00am-11:00am	Challenging the Police Culture Instructor: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i> <ul style="list-style-type: none"> • <i>What have we learned, how are we accountable and transparent</i> • <i>How do we implement change and our vision</i>
11:00am-12:00pm	Crisis Management for the Chief Executive Instructor: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i>
12:00pm-1:00pm	Lunch Sponsor:
1:00pm-2:00pm	Crisis Management for the Chief Executive Instructor: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i> <ul style="list-style-type: none"> • <i>Discussion of real-world events in Florida and how to prepare for and manage them operationally, administratively and with your communities when they happen to you</i> • <i>Working with your bosses and community leaders, lessons learned</i>
2:00pm-3:30pm	Dynamic Change Leadership Instructor: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i> <ul style="list-style-type: none"> • <i>How to Manage Change in Command staff members – transition</i> • <i>How to deal with your problem employees</i>
3:30pm-5:00pm	Building Your Foundation for Success Instructor: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i> <ul style="list-style-type: none"> • <i>What does mentoring and professional growth really look like in your department</i> • <i>How do officer wellness programs factor into your success</i> • <i>Recruitment and Retention – what works for some and how each department is unique</i>
Friday, March 29th	

<p>8:00am-10:00am</p>	<p>Dealing with the Common Pitfalls of Being a Chief Speaker Panel: Focus on those issues which could create the most unrest within your department and communities – for example officer involved shootings, local political issues, vote of no confidence, “culture reviews” <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department;</i> <i>Chief Charles Broadway, Clermont Police Department</i> <i>Chief Melanie Bevan, Bradenton Police Department</i></p>
<p>10:00am-Noon</p>	<p>You Are Not Alone – The Florida Police Chiefs Association as Your Greatest Resource and other administrative or operational issues. Speaker Panel: <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department;</i> <i>Chief Ed Hudak, Coral Gables Police Department</i> <i>Chief Todd Garrison, North Port Police Department</i></p>
<p>Noon</p>	<p>Graduation and Class Picture <i>Please wear a suit or Class A uniform.</i></p>