



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

## 2024 New Police Chiefs Seminar

### TENTATIVE WORKING AGENDA

#### Monday, March 25th

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

#### Tuesday, March 26th

<b>8:00am-12:00pm</b>	<b>Ethics and the Chief of Police</b> <b>Instructor:</b> <i>Mr. Michael Ramage, FDLE General Counsel (ret.), General Counsel for Institute for Intergovernmental Research, Inc.</i> <ul style="list-style-type: none"> <li>• A review of Florida’s statutory ethics obligations that apply to Chiefs of Police</li> <li>• An examination of the ethics challenges “Millennials” as your incoming workforce present</li> <li>• A review of the special role police maintain and the importance of maintaining high ethics</li> <li>• A review of “pitfalls for leaders” to help you guard against ethics lapses and to assure you are a strong role model</li> <li>• A discussion of some likely officer ethics issues you may encounter including a sharing of ideas.</li> <li>• A review of required reports by law enforcement agencies by the State of Florida</li> </ul>
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<b>12:00pm-1:00pm</b>	<b>Lunch</b> <b>Sponsor: Redspeed</b>
<b>1:00pm-4:30pm</b>	<b>Media and Communications:</b> <b>Instructor:</b> <i>Mark Economou, PIO, Boca Raton PD</i>

### **Wednesday, March 27th**

<b>8:00am-12:00pm</b>	<b>Adding New Tools to the Police Chief Toolbox: Shifting Strategic Focal Points</b> <b>Instructor:</b> <i>Dr. Marshall Jones, FIT, Assistant Professor   School of Psychology and Director of CoPLA Online Programs &amp; Director for the Center for Applied Criminal Case Analysis</i>  <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"> <li>• Appreciate the necessity of strategic focal shifts from command to chief.</li> <li>• Explore various multidisciplinary theories and models of management and organizational behavior that may assist in navigating agency challenges.</li> <li>• 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.</li> <li>• Discuss and understand the critical dynamics of personality, communication, expectations, and dealing with difficult employees toward optimal job satisfaction.</li> <li>• Discuss the concepts of maintaining self-awareness, accountability teams, thinking and bias traps, and where to find “lifelines” as a new chief.</li> <li>• Understand the use of statistics and data-driven research and how to prepare to defend your agency from unfair and biased attacks.</li> </ul>
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<b>12:00pm-1:00pm</b>	<b>Lunch</b> <b>Sponsor: AXON</b>
<b>1:00pm-4:00pm</b>	<b>Managing Generational Differences</b> <b>Instructor:</b> <i>Dr. Marshall Jones, FIT, Assistant Professor   School of Psychology and Director of CoPLA Online Programs &amp; Director for the Center for Applied Criminal Case Analysis</i>

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

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