



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

## 2019 New Police Chiefs Seminar Training Agenda

**Monday, April 8, 2019**

<b>8:00am</b>	<p><b>Welcome and Introductions</b> <i>Amy Mercer, Executive Director, Florida Police Chiefs Association</i></p>
<b>8:00am-10:30am</b>	<p><b>Disciplinary Process through Florida's Criminal Justice Standards and Training Commission</b> <b>Instructor: Chief Patrick Lynn, Davie P.D. (ret.)</b></p> <ul style="list-style-type: none"> <li>• An overview of the agency responsibilities in an officer discipline case</li> <li>• The CJSTC Disciplinary process</li> </ul>
<b>10:30am-12:00pm</b>	<p><b>Labor Laws Facing the Chief of Police</b> <b>Instructor: Mr. David Marsey, Rumberger, Kirk, &amp; Caldwell</b></p> <ul style="list-style-type: none"> <li>• Learn tips to avoid expensive employment lawsuits.</li> <li>• This presentation will cover the entire employer/employee relationship including how to properly hire, train, pay and discipline an employee.</li> <li>• Current case law will be discussed both with respect to employment and public records law.</li> </ul>
<b>12:00pm-1:30pm</b>	<p><b>Lunch</b> <b>Guest Speaker: Mr. David Marsey, Rumberger, Kirk, &amp; Caldwell</b></p> <p><i>Sponsor: Bartow Ford</i></p>
<b>1:30pm-5:00pm</b>	<p><b>Florida's Public Records Law</b> <b>Instructor: Ms. Pat Gleason, Special Counsel for Open Government, Office of the Attorney General</b></p>

**Tuesday, April 9, 2019**

<b>8:00am-12:00pm</b>	<p><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></p> <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> </ul>
<b>12:00pm-1:30pm</b>	<p><b>Lunch</b>  <b>Guest Speaker:</b> <i>Mr. Allen Durham, Star &amp; Shield Insurance Services</i></p>
<b>1:30pm-4:30pm</b>	<p><b>Media Relations: Asset Development &amp; Threat Reduction</b>  <b>Instructor:</b> <i>Sara Brady, Sara Brady Public Relations</i></p> <ul style="list-style-type: none"> <li>• Discuss how to proactively develop positive media relationships</li> <li>• Learn how to evaluate incoming media requests to plan if and how to respond</li> <li>• Practice interview techniques for radio, print, and television interviews, including message development and delivery.</li> </ul>
<p><b>Wednesday April 10, 2019</b></p>	
<b>8:00am-11:00am</b>	<p><b>Challenging the Police Culture</b>  <b>Instructor:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i></p>
<b>11:00am-12:00pm</b>	<p><b>Crisis Management for the Chief Executive</b>  <b>Instructor:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i></p>
<b>12:00pm-1:00pm</b>	<p><b>Lunch</b>  <b>Guest Speaker:</b> <i>Sheriff John Mina, Orange County Sheriffs Department</i></p>
<b>1:00pm-2:00pm</b>	<p><b>Crisis Management for the Chief Executive</b>  <b>Instructor:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i></p>
<b>2:00pm-3:30pm</b>	<p><b>Dynamic Change Leadership</b>  <b>Instructor:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department</i></p>

<b>3:30pm-5:00pm</b>	<b>Building Your Foundation for Success</b> <b>Instructor: Chief Albert “Butch” Arenal, Coconut Creek Police Department</b>
<b>Thursday, April 11, 2019</b>	
<b>8:00am-9:00am</b>	<b>Dealing with the Common Pitfalls of Being a Chief</b> <b>Speaker Panel:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department;</i> <i>Chief Charles Broadway, Clermont Police Department</i> <i>Chief Bernadette DiPino, Sarasota Police Department</i>
<b>9:00am-10:00am</b>	<b>You Are Not Alone – The Florida Police Chiefs Association as Your Greatest Resource</b> <b>Speaker Panel:</b> <i>Chief Albert “Butch” Arenal, Coconut Creek Police Department;</i> <i>Chief Charles Broadway, Clermont Police Department</i> <i>Chief Bernadette DiPino, Sarasota Police Department</i>
<b>10:00am</b>	<b>Graduation and Class Picture</b> <i>Please wear a suit or Class A uniform.</i>