



# FLORIDA SHERIFFS ASSOCIATION'S 2008 ANNUAL ADMINISTRATIVE MANAGEMENT TRAINING SEMINAR COURSE HIGHLIGHTS

## Tuesday, June 3, 2008

8:00 a.m. – 11:00 a.m.

### **Tragedy in Omaha . . . An In-depth Study of the Omaha Mall Shootings**

Speaker(s): Representatives of the Omaha Police Department

- In 2007, in a mall in Omaha, Nebraska, a twenty year old gunman killed eight people and wounded five. This program presented by the Omaha Police Department will examine their response to the shootings and an analysis of the effectiveness of it.

11:00 a.m. – 12:00 noon

### **Desert Snow**

Speaker(s): Joe David, President, Desert Snow

- This session will provide an overview of Desert Snow, a company started over fifteen years ago by former California Highway Patrol Officer Joe David. The company provides in-depth training on highway interdiction issues such as proper techniques to identify drug smugglers and potential terrorists.

1:00 p.m. – 2:30 p.m.

### **General Session/Legislative Update - Post Session Report**

Speaker(s): Frank Messersmith, FSA Governmental Relations

- This session will provide a wrap-up on the 2008 Legislative Session including a discussion of issues that were “front and center” in the legislature this year, bills that were passed that might impact your agency, and what we might expect in 2009.

3:00 p.m. – 5:00 p.m.

### **Leadership Through Tough Times**

Speaker(s): Carol Price, Professionally Speaking

- Property tax amendments and election years bring about tough times for many local government agencies. Yet those in key positions are called upon to find solutions to the difficult tasks at hand while also providing the necessary leadership that will enable others to cope with the changes at hand. Carol Price is an internationally known speaker, who has provided training for organizations such as Disney, NASA, Motorola, as well as many local government agencies. In addition to training, she is an author and former criminal justice investigator. Carol will teach us how to successfully ride the roller coaster of change, and provide the kind of leadership necessary to guide our agencies through these difficult times.

## Wednesday, June 4, 2008

8:00 a.m. – 9:30 a.m.

### **Public Records Issues for Law Enforcement Agencies**

Speaker(s): Cindy Guerra, Deputy Director of Opinions, South Florida Region, Office of the Attorney General

- Law enforcement agencies have unique issues that arise under the Public Records Act, and are faced with public records requests on a daily basis from members of the media as well as the general public. Election years and times of fiscal crises only serve to enhance these

challenges. This session is designed to deal with public records issues that arise in the administrative operations of a law enforcement agency and provide guidance on how best to handle these challenges while remaining in compliance with the Public Records Act.

8:00 a.m. – 9:00 a.m.

**Broward Sheriffs Office Crime Reduction Study**

Speaker(s): Major John Carroll, Broward County Sheriffs Office

- Under the direction of Sheriff Lamberti, the Broward County Sheriffs Office has conducted extensive research to assemble a substantive crime reduction plan for Broward County and the State of Florida, with the Office of Sheriff as the core around which the plan was built. The plan offers recommendations focusing on legislative, government process/procedure, and coordinated law enforcement/criminal justice efforts. Major Carroll will provide an overview of their research findings and the plan they have developed as a result of this study.

9:00 a.m. – 9:30 a.m.

**Clerks' Comprehensive Case Information System**

Speaker(s): Sheila Wolfe, Florida Association of Court Clerks, Inc.

- The Comprehensive Case Information System (CCIS), offered by Florida's Clerks of Court, is a secured single point of search for statewide court case information. Users of the CCIS include the judicial community, state and local law enforcement, state agencies and the Florida Legislature. This session will provide an overview of the CCIS system, the types of information available through the system and how it is being used to the benefit of law enforcement agencies.

10:00 a.m. – 12:00 noon

**Surviving Amendment One: Maximizing Revenue Sources & Prioritizing Expenditures**

Speaker(s): George Sellery, Seminole Co. Sheriff's Office; Susan Dann, Pinellas Co.

Sheriff's Office

- Amendment One has made a significant impact on agencies, both large and small. This session will provide insight on how to maximize your budget with alternative revenue sources that are available. Additionally, you will gather ideas on the benefits of prioritizing your expenditures, and other service options such as contracting services and how it affects your agency.

10:00 a.m. – 12:00 noon

**Recruiting & Retention in Today's Difficult Environment**

Speaker(s): Lori VanNess, Amy Villanueva, and Regina Moran, Polk Co. Sheriff's Office

- This presentation will offer ideas for recruiting outstanding employees during difficult times using a variety of methods for recruitment. While recruiting is important, this team will emphasize that retention is the key to maintaining a successful staff. They will discuss how you can retain dynamic, qualified and flexible employees that benefit your agency.

10:00 a.m. – 12:00 noon

**Innocent Images**

Speaker(s): Representatives of the FBI and the Attorney General's Office

- According to current statistics, more than 77 million children regularly use the internet, and one in seven children between the ages of ten and 17 have been solicited online by a sexual predator. Representatives of the FBI and the Attorney General's Office will discuss initiatives being taken by both agencies to combat the growing threat of cyber crimes against children in our state and nationwide.

1:00 p.m. – 2:00 p.m.

**Alternative Methods of Purchasing**

Speaker(s): Kenneth D. Hayslette, CPPO, C.P.M., CPCM, Hayslette & Associates

- Mr. Hayslette will discuss alternatives other than issuing Request For Proposals or Bids available to Sheriff's Office purchasing professionals. The session will include "piggybacking" off other competitively bid county and municipal

governmental contracts, state contracts, Federal GSA contracts, 1122 Program, Florida Sheriff's Association Vehicle Purchase contract, U.S. Commodities and other governmental purchasing consortium whose buying power is far greater than that of a typical law enforcement agency or even a county.

2:00 p.m. – 2:30 p.m.

**Florida Counter Drug Procurement (1122) Program**

Speaker(s): Al Horton, Federal 1122 Program

- This presentation will explain how you can maximize your budget by using the Federal 1122 Program to purchase qualifying equipment and supplies, taking advantage of the Federal Government's discounted prices due to its large volume purchases. Many state and local governmental agencies are already realizing significant savings when ordering equipment and supplies for the use of counter drug activities as part of their operation.

1:00 p.m. – 2:30 p.m.

**Collective Bargaining Update & Overview of HR's Role in the Bargaining Process**

Speaker(s): Bob Norton, Managing Partner, Allen, Norton & Blue, P.A.

- This session will focus on the latest news in collective bargaining, including impasse issues that have had an impact on Sheriff's Offices, and will also provide HR and Finance managers with an overview of their role in the collective bargaining process.

1:00 p.m. – 2:30 p.m.

**The Rising Epidemic of Grow Houses in the State of Florida**

Speaker(s): Representatives of U.S. Drug Enforcement Administration

- In 2006, law enforcement agencies found marijuana grow houses in 41 of 67 Florida counties, putting Florida only behind California in grow house numbers. This session will provide an informative look at the current grow house trends in our state as well as the national impact of this growing epidemic.

3:00 p.m. – 4:00 p.m.

**Using the Current Banking Landscape to Streamline Processes and Maximize Earnings**

Speaker(s): Lisa Miller, CTP, Wachovia Bank

- Don't get left behind! Keep up with the current migration from paper to electronics in today's financial world. Ms. Miller will update you on the technicalities of how to keep up with the current trend of today's paperless practices and the services that are available to help accomplish this goal.

4:00 p.m. – 5:00 p.m.

**Post Retirement Benefits & Employee Retirement Plan Alternatives**

Speaker(s): Representatives of Hunt Insurance Group

- This session will provide an overview of post retirement benefit issues (GASB 45) and alternative retirement plans that are being used by some agencies to provide benefits to its employees outside of the scope of the Florida Retirement System.

3:00 p.m. – 4:00 p.m.

**Romance and Sexual Harassment in the Workplace**

Speaker(s): Mark Levitt, Partner, Allen, Norton & Blue, P.A.

- Office romances have long been the cause of human resource directors' headaches. A relationship between two co-workers can cause morale issues among other workers, opportunities for gossip among staff, and possibly even legal problems depending on the nature of the working relationship between the two individuals involved. This session will deal with the issues involved in romance and possibly sexual harassment in the workplace, and what the agency can and cannot do to protect itself from future legal liability.

4:00 p.m. – 5:00 p.m.

**Using Emotional Intelligence to Improve Management Skills**

Speaker(s): Lori VanNess, Polk Co. Sheriff's Office

- What is 'emotional intelligence' and how can we utilize it with the demands of

today's workforce? What are the key success factors for leadership? How can we meet the diverse needs of the generation in today's workforce? Ms. VanNess will give you insight into the impact of 'emotional intelligence' with your agency and help generate new ideas for successful staff management.

3:00 p.m. – 5:00 p.m.

### **I.C.E. Initiatives to Combat Human Trafficking**

Speaker(s): Representatives of U.S. Immigration & Customs Enforcement

- Human trafficking represents a significant risk to homeland security. In the fight against human smuggling and trafficking, ICE has developed highly successful initiatives that focus on attacking the infrastructure that supports smuggling organizations as well as the assets that are derived from these criminal activities. During these sessions, participants will take a look at human trafficking operations at the national level and their impact on Florida, as well as initiatives taken to combat this risk to public safety.

**Thursday, June 5, 2008**

8:00 a.m. – 9:30 a.m.

### **Current Issues in Labor & Employment Law**

Speaker(s): Bill Powers, FSA General Counsel and Wayne Evans, Partner, Allen, Norton & Blue, P.A.

- Along with the recent legislation and court rulings that will impact employment law issues within your agency, the speakers will also address current issues of importance based on calls they receive on a daily basis from Sheriff's Offices around the state. A sampling of topics to be addressed are FMLA, USERRA and Fair Labor Standards (wage and hour).

8:00 a.m. – 9:30 a.m.

### **FINDER (Florida Integrated Network for Data Exchange and Retrieval)**

Speaker(s): Mary Fostrom, Seminole County Sheriff's Office

- This session will provide an introduction to FINDER, which was developed by the University of Central Florida and a consortium of Sheriff's Offices and Police Departments. This low-cost system enables agencies to share investigative information across a secure intranet, and has already enabled law enforcement officers to solve hundreds of crimes.

10:00 a.m. – 12:00 noon

### **Finance Officers Roundtable Discussion**

- This session will provide for group interaction on issues of importance to Finance Officers, and is a wonderful opportunity to interact and get feedback from those who experience your same issues on a daily basis. Participants are encouraged to come to this session with topics they wish to discuss.

10:00 a.m. – 12:00 noon

### **Human Resource Officers Roundtable Discussion**

- This session will provide for group interaction on issues of importance to Human Resource Officers, and is a wonderful opportunity to interact and get feedback from those who experience your same issues on a daily basis. Participants are encouraged to come to this session with topics they wish to discuss.

10:00 a.m. – 12:00 noon

### **The Music and Drug Connection**

Speaker(s): Representatives of Martin County Sheriff's Office

- Although there has been concern about the negative effects of music on human behavior throughout history, public interest in this issue rose sharply with the introduction of rock and roll music in the 1950s, and eventually led to the era of "sex, drugs, and rock 'n roll" in the 1960s. Since those early days of rock and roll, many changes have taken place in the music, as lyrics have become more explicit in their references to sex, drugs, and violence. This session will provide a look at today's music scene and it's connection to the current culture of drugs, violence and gangs.