

An overview of the

# FLORIDA SHERIFFS ASSOCIATION

Florida's Oldest  
Law Enforcement Organization

*Supporting a Tradition of  
Excellence in Law Enforcement  
since 1893*



2008

**FLORIDA SHERIFFS  
ASSOCIATION  
2617 MAHAN DRIVE**



**VISIT OUR SHERIFFS' LAW ENFORCEMENT MEMORIAL**

# Welcome to the Florida Sheriffs Association

This publication - an Overview of the Florida Sheriffs Association - was created for you, our members and friends, to provide you with a deeper knowledge of and appreciation for our organization.

The Florida Sheriffs Association (FSA) has proudly and quietly served the citizens of Florida by enhancing and supporting the needs of Florida's law enforcement community.

This booklet provides a look at the FSA of today- its programs, accomplishments and its aspirations. For a more comprehensive historical view, I would encourage you to read *Florida Sheriffs: A History 1821-1945*, a book commissioned by FSA, written by William Warren Rogers, Ph.D., Professor Emeritus of History at Florida State University and James M. Denham, Ph.D., Professor of History at Florida Southern College. The book received the 2002 James J. Hogan Award for "Outstanding Books on Florida History," from the Florida Historical Society. This historical collection is fascinating, going back to the first appointment of



*Gary Perkins*  
Executive Director

law enforcement officers, and includes many memorable cases. It also reminds us that Sheriffs are people of action – when action is necessary – and they will continue to make Florida more secure, so all citizens can live their lives in peace.

We are proud of the programs and services we offer, designed to help foster effective law enforcement and public policy and ensure a safer Florida for our citizens and visitors.

As an employee and member of the Association for almost 30 years, I assure you that we are committed to maintaining a solid reputation for being fiscally responsible and accountable to our members and to those we serve.

Through your support, the Florida Sheriffs Association – the largest Sheriff's association in the country and Florida's oldest law enforcement organization – will continue to make a difference in the law enforcement arena for years to come.

Sincerely,

A handwritten signature in green ink that reads "Gary E. Perkins". The signature is fluid and cursive.

*Gary E. Perkins*  
Executive Director



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*Taylor County Deputy Baxter Young patrolled on horseback between 1898 and 1929.  
(Florida Archive photo)*

## Introduction

Since 1893, an association of Florida's County Sheriffs has existed to provide a means "to the end that Sheriffs....may be brought into closer touch with each other for their mutual benefit." That was the original stated purpose when then Duval County Sheriff Napoleon Broward, who later served as Governor of Florida, helped organize the Florida Sheriffs' Mutual Benefit Association. In 1910, we became the Florida Sheriffs Association (FSA). FSA continues to proudly and quietly serve the citizens of Florida

by enhancing and supporting the needs of Florida's law enforcement community.

What began as a simple, loose-knit group, FSA has evolved into an organization of more than 105,000 Florida citizens, businesses, law enforcement officers and all 67 Florida Sheriffs.

Today, eclipsing what even its most ambitious founders could have foreseen, FSA's programs, law enforcement activities and educational and charitable activities have made it one of the largest and most successful state law enforcement associations in the nation.

This organizational overview provides a comprehensive look at the FSA of today – its programs, its accomplishments and its aspirations.



*1913 - FSA Meeting,  
Jacksonville, Fla.*

## Mission and Objectives

The Florida Sheriffs Association is a charitable corporation, organized exclusively to enhance law enforcement through educational and charitable purposes by:

- ▶ Fostering effective law enforcement through crime prevention, apprehension of criminals and the protection of life and property of the citizens of Florida.
- ▶ Conducting training and educational seminars that provide opportunities to exchange information, thereby increasing the knowledge, expertise and performance of law enforcement officers.
- ▶ Informing the public of new developments and trends in law enforcement, crime prevention and public safety.
- ▶ Working in partnership with state and local government to develop and implement public policies that will ensure a safer Florida for our citizens and visitors.

- ▶ Promoting public support of the Florida Sheriffs Youth Ranches and its mission.
- ▶ Reducing the burden of government on taxpayers by providing essential services to law enforcement that would otherwise be unavailable or require funding at the state or local level.

*Training and education are a key part of the Florida Sheriffs Association's mission.*



*Still true to its founding purpose – as a means to help Sheriffs network for their “mutual benefit,” the Sheriffs of Florida also look to FSA for purchasing programs, learning about new technologies, representation in law making and more.*



## Programs and Services

For more than 100 years, the Florida Sheriffs Association has performed services that support Florida's law enforcement community. As a result, the Association has grown in both size and stature. FSA has greatly expanded the number of services it provides in order to meet the ever-increasing demands placed on Florida's chief law enforcers. The myriad of services, along with many new and innovative programs, continue to earn national recognition and serve as a model for other state Sheriffs' associations.

### Administrative Services

FSA employees and legal counsel respond to requests for information pertaining to all aspects of Sheriff's Office administrative operations, including:

- Fiscal accounts and records
- Audits and audit procedures
- Preparation of budgets and budget appeals
- Personnel Policies and procedures
- Proper expenditure of public funds
- Coordination of Vehicle Bid Programs
- Coordination of Lease Purchase Program

In addition, FSA:

- Updates and revises the administrative operations section of the Sheriffs' Manual to reflect changes brought about by legislative acts, judicial rulings, Attorney General opinions and various other factors
- Advises and ensures that state and federal administrative laws and guidelines information has been provided to Sheriffs' Offices
- Provide support to Sheriffs' Explorers Youth Programs across Florida

### Operational Services

FSA employees and legal counsel respond to requests for information pertaining to law enforcement operations and jail administration.

#### Law Enforcement Operations

- Research and review law enforcement issues
- Answer requests by Sheriffs to obtain law-enforcement related information
- Prepare memos on law enforcement related issues for circulation to the Sheriffs
- Monitor meetings and report any pertinent actions of various Boards and Commissions
- Assist in identifying law enforcement training needs and develop training programs to meet those needs
- Develop and revise law enforcement operational policies and procedures
- Research and develop model/policy guidelines
- Assist the Florida Sheriffs Task Force in times of disaster

#### Jail Operations

- Review and research rules, policies and procedures, periodicals, surveys and resource data related to corrections and jail operations

- Review the county jail inspection process, which identifies operational and management problems in jails and assist Sheriffs or Jail Administrators, upon request, in finding solutions
- Monitor meetings of the Florida Model Jail Standards Committee, which oversees the establishment and revisions of Florida's jail minimum standards and rules
- Coordinate jail-related training programs for Sheriffs and Jail Administrators
- Coordinate both jail inspector and medical jail inspector certification programs and recertification classes
- Develop and maintain networking between the county Jail Administrators for the sharing of information and ideas regarding jail operations issues
- Assistance with updating of Florida Model Jail Standards

## Legislative Program

For many years, the Florida Sheriffs Association has led the fight in Tallahassee to reform our state's criminal justice system. Each legislative session, FSA has shared the concerns over crime rates and

trends with members of the Florida House and Senate. Each year, FSA has rallied Sheriffs throughout the state to come to Tallahassee to propose legislation, testify before House and Senate committees and to speak to their elected Senators and Representatives about ways to create safer communities for our citizens.

Over the years, the Florida Legislature and the Governor have responded to our Association's message by passing a series of major reforms designed to crack down on career criminals. Knowing there is still work to be done, FSA will continue to be the leading voice for law enforcement and the nearly 19 million residents of Florida on the issue of public safety.

## Legislative Services

FSA staff members and legal counsel, in conjunction with the Association's contracted lobbyist, are responsible for assisting the Sheriffs' Legislative Committee with developing and coordinating their legislative program and assisting in the following areas:

- Advocate for policy changes in the Legislature that will benefit public safety and the overall interests of law enforcement in general



## FSA Recognizes Legislative Leadership

*Each year, the Florida Sheriffs Association recognizes state legislators who have made significant contributions to criminal justice through their leadership.*

*Senators and Representatives often travel to the Association's summer and mid-winter conferences to discuss pending legislation and thank the Sheriffs for their dedication to public safety.*

*At the summer conference, FSA will often make plaque presentations. Past awards have included Legislative Leadership recognition awards, Legislator of the Year, and – its most prestigious – Honorary Sheriff.*



**Bill Powers**

*The Florida Sheriffs Association retains legal counsel to provide law-enforcement specific consulting services to Sheriffs, including advising on labor relations and civil process issues.*



**Frank Messersmith**

*In recent years, legislative services have become more critical to FSA and the Association has been on the front line of law making efforts, advising politicians on issues related to public safety in the state and even drafting important legislation. FSA retains a contract governmental consultant to assist in developing and coordinating the Association's legislative program.*

- Advise Sheriffs of upcoming legislative issues and secure Sheriffs' positions, as a body, on those issues
- Represent the Sheriffs before the Legislature and Congress on matters pertaining to proposed statutory changes or issues of interest to such governmental bodies
- Draft legislation to correct statutory problems or agency interpretations and find sponsors for such legislation
- Attend legislative committee meetings and meetings of other professional organizations, such as the Florida Prosecuting Attorney's Association and the Florida Police Chiefs Association, related to public policy and legislative matters of mutual interest
- Track bills filed during each legislative session, using an Automated Bill Tracking System, as well as other legislative resources
- Respond to requests from the news media regarding the position of the Sheriffs on various issues – both legislative and congressional
- Publish an annual Legislative Summary providing Sheriffs with

legislative changes that will or could impact their day-to-day operations

## Legal Services

The Association retains legal counsel to provide the following legal services to Sheriffs' Offices:

- Legal consultation and advice for Sheriffs and their staff on law enforcement, employment law and civil process issues
- Assist in litigation matters of statewide significance
- Prepare and distribute statewide bulletins on emerging legal issues impacting law enforcement
- Coordinate semiannual legal advisor meetings
- Monitor statutory changes made during the annual legislative session
- Draft and review FSA and Sheriffs' Office policies
- Provide employment applications for both sworn and civilian applicants that are compliant with all state and federal laws

## Conferences and Seminars

The following educational programs are open to both members and

nonmembers of the Association and cover a broad range of subjects of concern to the law-enforcement community. They include:

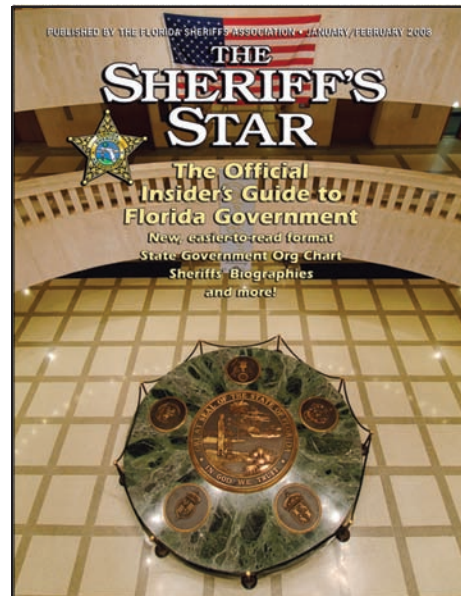
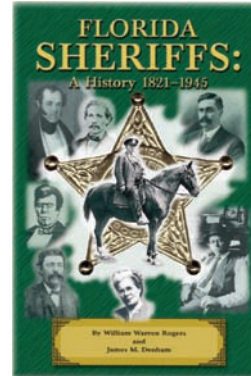
- Two general conferences each year
- Administrative Management Training Seminar
- Annual Car Evaluation and Fleet Management Training Seminar
- Seminar for the Executive Aide to the Sheriff
- Newly-elected Sheriffs' Basic Institute
- Statewide Jail Conference
- Regional Administrative Roundtable Discussion Groups
- Extradition Workshop
- Florida Model Jail Standards Jail Inspector Certification and Medical Jail Inspector Certification Courses and Periodic Recertification Classes
- Special programs as the need arises

## Publications and Public Relations Programs

The Association produces the following publications and promotional materials:

- *The Sheriff's Star*
- *All Points Bulletin* newsletter
- Sheriffs Manual (3 parts)

- Plaques, certificates and employment applications
- TRIAD program – joint crime prevention program with FSA, AARP and Florida Police Chiefs Association
- Public service announcements, as needed



### Rescued Pound Puppy Becomes Sheriff's Drug Detecting K-9

By Carrie Eshaver, PIO  
Palm County Sheriff's Office

John "J.D." Manley has been a Deputy Sheriff with the Palm County Sheriff's Office (PCSO) for 20 years and has many stories to tell. One of the most interesting is about training a dog to detect narcotics from a pound puppy.

In 2006, J.D. asked his supervisor for a new narcotics dog. He was told by David R. Martini that there weren't any funds to purchase one, but J.D. didn't give up.

"If you can't find a dog and train it yourself, then you can't have one."

J.D. took that challenge seriously. A fully certified canine can cost the agency over \$5,000. J.D. had the confidence that on his own time he could train the right dog with the right characteristics –

something what he's learned over 19 years as a canine handler in patrol and undercover narcotics investigations. All he needed was a dog.

With persistence, J.D. found his pup, a parvovirus, in March 2008. J.D. visited the PCSO Animal Control facility in hopes of finding a suitable dog. He patiently walked up and



down the long corridor between the subject animal runs, looking for alertness, lack of fear and willingness to learn – traits he'd become accustomed to as an experienced canine handler. J.D. had been a handler for five canines in the past – in patrol and narcotics – and has an instinct for what a dog needs to possess in order to be a law-enforcement canine. The apprehended parvovirus came from the right place. And then he was an 11-month-old black lab mix, who looked at J.D. with friendly eyes and confidence, and J.D. said he "just knew."

The canine, who J.D. named "Hobbes," went home with him that night and started training immediately. Since the narcotics unit already had a dog named "Hobbes," J.D. felt another dog needed a name that was appropriate (with a little twist on the actual spelling – "Hobbes").

J.D. and Hobbes trained in any available place they could find – abandoned playgrounds, empty lots, the right field – for 12 weeks, deterring such illegal narcotics as methamphetamine, cocaine, marijuana

Continued on page 7

ALL POINTS BULLETIN • Fall 2008 1

As a member benefit, FSA publishes a magazine and newsletter that offer an insider's view of Sheriffs' offices around the state and provides graphics consulting for the Florida Sheriffs Rancher publication.

**Florida Sheriffs Association**

**Teen Driver Challenge**


This course will provide you with the knowledge and hands-on experience to reduce your chances of being involved in a crash.



*FSA's annual Southeast Car Evaluation and Fleet Management Training conference has become one of the largest events of its kind, allowing attendees from law enforcement and other governmental agencies to have hands-on access to the latest automobiles and technology.*

**Local Law Enforcement Purchases at Federal Discounts?**

**YES!**



*Sounds too good to be true - but it's not, with 1122.*





FSA is the point of contact for the Florida Counter Drug Procurement (1122) Program. That means your agency may qualify to receive significant savings in equipment purchases.

**What purchases qualify?**  
Everything from aviation parts and supplies to body armor, generators and cameras.

**What agencies qualify?** All state and local government agencies that include counter-drug activities as part of their operation.

**How much can you save?**  
The majority of agencies have reported saving between 50 and 75%. Qualification is easy and FSA will provide all the guidance you need for enrollment and access to the discounted supplies and equipment.

Find out more on FSA's Web site: [www.flshs.org](http://www.flshs.org) (click on the "Federal 1122 Program" link).  
Or, contact Glenda Travis: Phone 850-877-2165 or e-mail [gtravis@flshs.org](mailto:gtravis@flshs.org).

## FSA Bid Programs

In an effort to help law enforcement and local governmental agencies secure the most economically priced vehicles, tailored to their specific needs, the Florida Sheriffs Association, with the assistance of the Purchasing and Fleet Managers Committee, has created the following bid programs:

- Pursuit, Administrative Non Pursuit, Utility Vehicle, Trucks, Vans and Heavy Equipment Programs
- Fire and Rescue Vehicles Programs
- Tire Program

Since its inception in November 1993, approximately 50,000 vehicles have been purchased through these programs, resulting in tremendous savings for participating agencies statewide.

## FSA Lease/Purchase Program

Through the collective efforts of the Administrative Advisory Committee Members, the Association developed a tax exempt installment finance program to assist law enforcement and other local government agencies with the funding and financing of their equipment needs.

This program provides financing for the agency's equipment including automobiles, aircraft, helicopters, computers, communication technology and various other necessary equipment.

## FSA Southeast Car Evaluation Conference

The Purchasing and Fleet Managers Committee developed the Annual Southeast Car Evaluation and Fleet Management Training Conference.

This conference is designed to provide a first hand look and a real life feel for the new vehicles by actually allowing participants to get behind the wheel and test drive the vehicles at an obstacle course. Participants also have the opportunity to attend presentations by and ask questions of the major auto makers, as well.

## Discount Purchasing 1122 Program

FSA is the point of contact for the Florida Counter Drug Procurement (1122) Program, which allows local law enforcement to receive federal discounts for many of their equipment purchases. The majority of agencies have reported savings between 50 and 75%.

Through 1122, all state and local government agencies that include counter-drug activities as part of their operation can participate. Everything from aviation parts and supplies to body armor, generators and cameras qualifies.

FSA provides the guidance needed to enroll and access the discounted supplies and equipment. More information is included on the 1122 program page of the FSA Web site: [www.flsheriffs.org](http://www.flsheriffs.org).

## Insurance Programs

The Hunt Insurance Group LLC Willis HRH, a comprehensive insurance management and consulting group based in Tallahassee, administers the following insurance programs on behalf of the Sheriffs of Florida:

### **Florida Sheriffs Self-Insurance Fund**

Created in 1978, this program was designed to provide general liability protection to Sheriffs, their deputies and employees at a reasonable cost. This also includes coverage for labor employment and civil rights administrative and court litigation. This innovative program has saved hundreds of thousands of dollars in higher premiums, which were being

charged by commercially owned insurance companies. The Fund serves as a national model for how innovative thinking can save taxpayer dollars.

### **Florida Sheriffs Association's Multiple-Employer Trust**

Created in 1984, this program provides comprehensive group health, dental and vision benefits as a multiple employer trust to Sheriffs' offices, as well as the FSA staff and the staff who work at the Florida Sheriffs Youth Ranches.

### **Sheriffs' Automobile Risk Program (SHARP)**

Created in 1986, SHARP is a self-insurance fund which provides auto liability and physical damage coverage for the fleets of vehicles owned and operated by Sheriffs' offices across the state. The attractive rates—often as much as 40% below commercial insurers—have saved millions of taxpayer dollars.

### **Florida Sheriffs Association Worker's Compensation Program**

Created in 1993, this program answered the call that many Sheriffs made for worker's compensation insurance as an alternative to conventional insurance companies,



*The Florida Sheriffs Association has maintained a relationship with the Hunt Insurance Group since the 1970s, when the company helped Sheriffs in trouble of losing their professional liability plan because of the high risk. Hunt Insurance also helped develop a proprietary Self Insurance Fund for the Florida Sheriffs which has helped their agencies save millions of dollars in premiums over the years.*

*This listing of various administrative and professional services is not all inclusive, but it does identify the bulk of the activities funded by the Sheriffs' annual dues.*

and/or where the county's risk management program does not provide the best or adequate coverage. The program boasts an aggressive safety and loss control program and return of unearned surplus as claim years are closed – once again saving Florida taxpayers several million dollars each year.

# Charitable Giving

## Florida Sheriffs Youth Ranches

In 1957, the Florida Sheriffs Association helped raise \$5,000 in funding to initiate an ambitious project which would come to be known as the Florida Sheriffs Boys Ranch. With the assistance of generous benefactors who contributed land, building materials, livestock and cash, the Florida Sheriffs Association founded its first Boys Ranch aimed at preventing juvenile delinquency.

Though this “project” struggled to stay afloat in its first few years of operation, the Youth Ranch concept developed into a popular and highly successful program which now consists of six sites throughout the state.

This program has grown so large that though it remains sponsored by FSA, it now operates independent of the Association under the title Florida Sheriffs Youth Ranches, Inc.

Over 100,000 boys and girls and their families have been given an education, a home or other services provided by the Florida Sheriffs Youth Ranches (FSYR, Inc.). The FSYR provides three areas of service - Residential Care, Camp Services and Family Services.

Many of the Youth Ranches’ children have been guided away from lives of



delinquency and despair and in fact, as adults, some now wear a badge and uniform following in the footsteps of the law enforcement officers who made such a positive difference in their younger lives.

FSA has played a major role in developing the financial resources that have kept the Youth Ranches going and growing for nearly more than 50 years. Each year FSA makes a cash donation to the Youth Ranches, and through direct mail solicitation of its Honorary Members, raises additional monies earmarked specifically for the Youth Ranches. In addition to these funding efforts, FSA’s members have made substantial contributions to the Youth Ranches through wills and bequests.

In addition to its annual financial

support, FSA offers graphic arts consulting for *The Rancher* magazine. For more information about the Youth Ranches, contact:

Florida Sheriffs Youth Ranches, Inc.  
Boys Ranch, Florida 32064  
(800) 765-3797  
(386) 842-5501  
[www.youthranches.org](http://www.youthranches.org)

## FSA Scholarship Program

Years ago, FSA established an annual scholarship program to provide assistance to college bound students. This scholarship fund consists of ten separate \$1,000 endowments.

One scholarship is awarded to a deserving Youth Ranch resident. Two scholarships are awarded to participants in the Sheriffs’ Explorers Youth Program. The remaining seven scholarships are awarded to children of full-time Florida Sheriffs’ Office employees, with preference for those who have elected to enroll in criminal justice degree programs.

## Sheriffs’ Explorers Youth Program

The Sheriffs’ Explorers Youth Program, another worthy project

supported through FSA funding, consists of numerous Explorer Posts throughout the state of Florida. The Explorer Program links local law-enforcement agencies with the youth in their area, enabling young adults to “explore” careers in law enforcement in a fun and innovative setting.

This program has proven to be very successful in promoting careers in law enforcement.

While not every Explorer chooses to pursue a career in law enforcement, many do, and all who participate in the program gain a healthy respect and wonderful relationship with the men and women who work in law enforcement.

## FSA Teen Driver Challenge

The Florida Sheriffs Association developed the Teen Driver Challenge in 2006 to combat the high crash and fatality rate of teen drivers on Florida highways. FSA organized a team of law-enforcement driving experts who are certified as emergency vehicle operation instructors to develop the curriculum. The program was rolled out in early 2007 and as of fall 2008, 17 Sheriffs’ Offices had introduced the program in their counties.

The 12-hour course takes place over two days with four hours of classroom and eight hours of hands-on instruction on a driving course.

FSA makes available (at no cost) student workbooks, training DVDs, CDs, banners and bright red shirts for instructors on the range. On a limited basis, t-shirts also are provided to the students. The CDs and DVDs contain lesson plans, helpful information, video footage, PowerPoint presentations, workbook downloads, forms, certificates and the program’s theme song, recorded by country music group Diamond Rio.

To offset costs to the agencies that conduct these courses, up to \$1,000 of funding per course is available through grant funding provided by the Florida Department of Transportation.

The Florida Sheriffs Association also makes available vehicles that are owned by the program for promotional use and range demonstrations. See the vehicles and view videos and student testimonials on the TDC’s Web site, <http://www.teendriverchallenge.com/>.

*Since its founding of the Florida Youth Ranches in 1957, the Florida Sheriffs have been involved in developing programs to benefit youth. The FSA Teen Driver Challenge is a recent example.*

*FSA annually awards ten separate \$1,000 scholarships to deserving students.*



**Florida Sheriff's Association**  
**Teen Driver Challenge**



## Awards

FSA is proud to show its support for the men and women of law enforcement by administering two awards programs which recognize outstanding achievements and promote professionalism among individual law enforcement officers.

### Deputy Sheriff of the Year

This annual title is bestowed in recognition of outstanding performance by a Deputy Sheriff. The statewide winner is recognized at the FSA Annual Summer Conference and receives a commemorative plaque as well as a \$1,000 cash award.

### Corrections Officer of the Year

FSA also recognizes the service and heroism of the officers who work in our state's correctional system. An award is presented to an outstanding Corrections Officer at FSA's Mid-Winter Conference. The statewide winner of this award also receives a commemorative plaque and a \$1,000 cash award.

### Other Organizations

FSA also provides funding for the following projects, programs and organizations:



*Each year, FSA recognizes the outstanding performance of a deputy, which includes a commemorative plaque and \$1,000 cash award.*



*FSA honors an outstanding Corrections Officer at the Association's Mid-Winter conference. The winner receives a commemorative plaque and a check for \$1,000.*



**TRIAD** - A three way partnership between Sheriffs, Police Chiefs and older or retired leaders in Florida communities. This partnership has agreed to work together to reduce victimization of the elderly and enhance the delivery of law enforcement services to older persons.

# Organization and Administration

FSA is a corporation made up of the 67 Sheriffs of Florida. To insure statewide representation, the state is divided into four districts. Those districts and counties are as follows:

**DISTRICT 1:** Escambia, Santa Rosa, Okaloosa, Walton, Holmes, Washington, Bay, Jackson, Calhoun, Gulf, Liberty, Franklin, Gadsden, Wakulla, Leon and Jefferson.

**DISTRICT 2:** Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Gilchrist, Columbia, Alachua, Union, Bradford, Baker, Nassau, Duval/Jacksonville, Clay, Putnam, St. Johns and Flagler.

**DISTRICT 3:** Levy, Marion, Volusia, Citrus, Sumter, Lake, Seminole, Orange, Hernando, Pasco, Hillsborough, Polk, Osceola, Brevard, Indian River, and Pinellas.

**DISTRICT 4:** Broward, Collier, Charlotte, Miami-Dade, DeSoto, Glades, Hardee, Hendry, Highlands, Lee, Manatee, Martin, Miami, Monroe, Okeechobee, Palm Beach, Sarasota and St. Lucie.

## Board of Directors

The corporation is managed by a 17-member Board of Directors, all of whom are Sheriffs. The Board consists of 12 directors and five officers.

Active member Sheriffs in each of the four districts of the state nominate three directors from each district to comprise the 12 member board.

The five officers may be nominated from any of the four districts and are elected by the active member Sheriffs.

The Chairman and Vice Chairman of the Board are elected by a simple majority vote of the 12 directors.

## Officers

The five officers included on the board are: President, Vice President, Secretary, Treasurer and Immediate Past President. Elections are held each year at the Annual Summer Conference by all member Sheriffs present.

A Sergeant-at-Arms and a Chaplain are also elected at the Annual Summer Conference and are ex-officio, non-voting members of the board.



*Five officers and two ex-officio, non-voting members are elected each year at the summer conference.*

## Administration

*FSA is strongly committed to maintaining its solid reputation for being fiscally responsible and accountable to its members and the public.*

*FSA strictly adheres to a policy of minimizing administrative and personnel costs while providing a high level of service. As a nonprofit 501(c)(3) charitable organization, contributions and donations are tax deductible.*

*FSA has always looked for ways to best utilize its human resources, often shifting or increasing responsibilities of its employees when necessary or by taking advantage of technological advances in order to streamline processes.*

# Sources of Revenue

FSA's programs and services are funded by revenue produced from the following sources:

- Sheriffs' Dues
- Membership Programs
- Seminars and Conferences
- Administrative Fees
- Vehicle Program Fees

The chart at right illustrates how each of these items are allocated in FSA's annual budget.

## Sheriffs' Dues

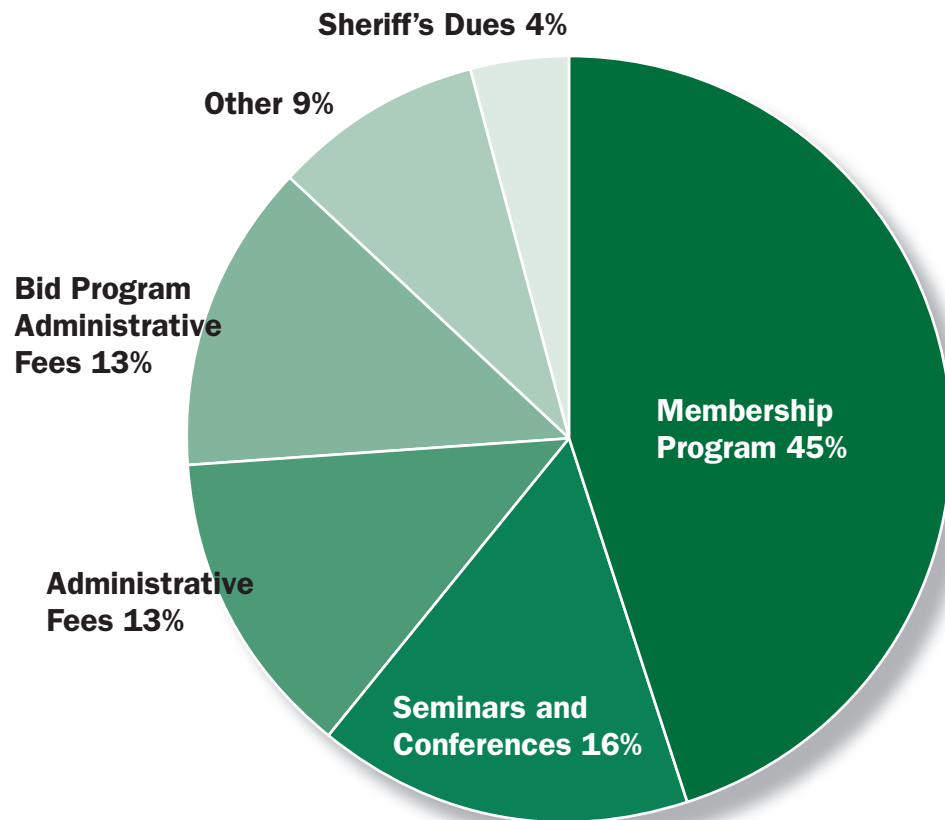
Membership dues paid by the Sheriffs of Florida are a special source of funding for FSA. Sheriffs' participation in the FSA is completely voluntary.

These dues, according to FSA bylaws, are set by a two-thirds vote of a quorum of the Sheriffs present in a general meeting, and are paid

annually by individual Sheriffs' Offices.

Benefits available to the Sheriffs' Offices through the many programs and services provided by FSA far exceed the cost of membership. Even though FSA has greatly increased the number of programs and services it provides, Sheriffs' membership dues have remained fixed.

It is important to note that dues



paid by individual Sheriffs' Offices represent only 4% of FSA's annual budget. The other 96% of funding for programs comes from other revenue sources.

Membership dues paid by individual Sheriff's Offices are earmarked to fund or supplement funding specifically for the following budget items:

- 1) FSA Employee Salaries and Benefits
- 2) Administrative Services Costs
- 3) Operational Services Costs

Sheriffs' membership dues are not used for fundraising expenditures. They are used to fund a wide range of FSA services which help improve the efficiency and effectiveness of local county Sheriffs' Offices.

## Membership Programs

The Florida Sheriffs Association could not have developed into one of the nation's largest and most successful state law enforcement organizations without the additional funding provided by its membership programs.

Membership in the Association includes: Florida's 67 Sheriffs, private

citizens, businesses and other law enforcement officers.

## The Honorary Membership Program

FSA's Honorary Membership Program is one of the most successful programs of its kind in the nation. This program enables private citizens to show their commitment to Florida's law enforcement community by becoming Honorary Members of the Association.


Revenues generated by this program support the myriad programs and services provided by FSA to law enforcement and the public. These funds also support a number of charitable organizations including the Florida Sheriffs Youth Ranches, Hurricane Relief Fund and the Scholarship Program.

Individuals may become Honorary Members of FSA by making a \$25, \$50 or \$100 tax-deductible donation to the Association. All Honorary members receive:

- An FSA Honorary Membership I.D. card
- A distinctive green and gold win dow decal
- A one-year's subscription to *The Sheriff's Star* and *The Rancher* magazines
- Additional benefits are offered for the Honorary Silver (\$50) and



*FSA's Honorary Membership program is one of the most successful of its kind in the nation, as citizens are eager to show their commitment to Florida's law enforcement community through their support.*




### Thank You!

for supporting the  
Florida Sheriffs Association

**As a Business Member of the Florida Sheriffs Association you are doing your part to aid Florida Sheriffs in their efforts to provide the best possible law enforcement for citizens of Florida. Please carry your membership card and display the enclosed emblem on your vehicle as a demonstration of your commitment to strong local law enforcement.**


**Thanks for renewing your membership.  
Your dues are now paid.**  
Your membership and contributions are tax deductible under section 501(c)(3) of the Internal Revenue Code.  
This is Your Membership Identification Card.



**Your Business Membership dues support:**

- Fund raising and donor acquisition for the child care programs of the Boys Ranch, Youth Vill, Youth Ranch and Camping Program.
- Crime Prevention and Public Information Programs.
- Legal assistance to Sheriffs in the form of opinions and research.
- Training programs for Sheriffs and their staffs.
- Professional assistance to Sheriffs in the areas of personnel, fiscal management and corrections.
- Publication of *THE SHERIFF'S STAR* and *THE RANCHER* magazines.
- Coordination of the Honorary Membership Program.

**FLORIDA SHERIFFS ASSOCIATION  
BUSINESS MEMBER**



**YOUR MEMBERSHIP DUES ARE TAX DEDUCTIBLE**

PLEASE PRINT

Company Name \_\_\_\_\_

Contact Person \_\_\_\_\_

Phone \_\_\_\_\_

Street Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Your name \_\_\_\_\_

As a Business Member... you may continue business associates for Business Membership. Just complete the form below and the names will receive an Honorary I.D. Card. Please send contributions to: Membership, Florida Sheriffs Association, P.O. Box 12519, Tallahassee, Florida 32317-2519.

A COPY OF THE OFFICIAL REGISTRATION AND EXPIRATION DATE OF THIS REGISTRATION IS PRINTED ABOVE THE REGISTRATION NUMBER. IF YOUR REGISTRATION NUMBER DOES NOT APPEAR ABOVE THE REGISTRATION NUMBER, YOU MAY CONTACT THE FLORIDA DEPARTMENT OF REVENUE AT (850) 487-2595 FOR ASSISTANCE. IF YOU HAVE ANY QUESTIONS, PLEASE VISIT [WWW.FLHSMV.GOV](http://www.flhsmv.gov).



*With just 18 employees and special consultants, FSA efficiently serves the Association's approximately 105,000 members, its 67 member Sheriffs, and over 31,000 Sheriffs' office employees across Florida.*

Honorary Gold (\$100) levels:  
Honorary Silver members receive regular member benefits (above), plus one free official Florida Sheriffs Association license tag and lapel pin their first year of membership (a \$15 value).

Honorary Gold members receive regular member benefits (above), plus one free official Florida Sheriffs Association license tag and a tag frame for their auto (a \$35 value).

### **FSA Honor Roll and Lifetime Honorary Membership**

The Florida Sheriffs Association gives special recognition to those who continue their membership in the Florida Sheriffs Association. In addition to the membership benefits named above, Sheriffs present certificates to those who have been Honorary Members for 25 and 30 years. The Sheriff also presents 40-year members with a special plaque.

Individuals who have given \$5,000 or more to the Florida Sheriffs Association receive a "Lifetime Honorary Member" plaque, presented by the Sheriff. This award is also given to law enforcement personnel who have served at least 40 years.

An individual or family may also qualify for "Lifetime Honorary Membership" in the Florida Sheriffs Asso-

ciation by giving \$5,000 or more to the Florida Sheriffs Youth Ranches. Each Lifetime Honorary Member receives a special plaque presented by a Sheriff or his or her designee. Additionally, Lifetime Members receive an FSA Lifetime Membership I.D. card, a Youth Ranches magnet, lapel pin and lifetime subscriptions to *The Sheriff's Star* and *The Rancher* magazines. Stars for the plaque are also awarded to recognize continued support in increments of \$5,000 up to \$25,000.

### **Membership Appeals**

To maintain a high level of public trust and confidence, FSA adheres to strict membership recruitment and renewal policies:

- FSA opposes the use of high-pressure telemarketers for fundraising purposes, and does not use any form of telemarketing
- FSA does not use professional fundraisers
- FSA relies upon direct mail to recruit Honorary and Business Members. Letters of invitation are sent to county residents and businesses under the Sheriff's signature inviting them to join the Florida Sheriffs Association

FSA maintains confidential membership records which include the names of members, mailing addresses, length of membership and any information necessary to forward renewal notices.

FSA maintains these records for its exclusive use and does not sell or otherwise distribute its membership lists.

## The Business Membership Program

In 1990, FSA introduced a new form of membership. The Business Membership Program has generated a tremendous outpouring of goodwill toward FSA and the 67 Sheriffs' Offices, and resulted in a solid partnership for fighting crime.

Throughout Florida, over 4,400 businesses have become members of the Association, and proudly show their support of FSA's programs and services by displaying their membership plaques on the walls of their offices and businesses.

Today, the Business Membership Program serves as an excellent example of how law enforcement and the business community can work in partnership to ensure safer and stronger communities.

Businesses may become members of FSA by contributing at one of the

following donor levels:

BRONZE	\$50 Annually
SILVER	\$250 Annually
GOLD	\$500 Annually

Businesses that elect to participate in this program receive the following items:

- Membership in the Association
- An FSA Membership Plaque (indicating the level of contribution)
- A one-year subscription to both *The Sheriff's Star* and *The Rancher* magazines.

FSA enjoys the support of many businesses across the state, and we appreciate their willingness to help defray the cost of our important programs - designed to enhance both the professionalism of law enforcement and the protection of Florida's citizens and visitors.



## Membership Records

*In April 2001, FSA dedicated a new home to membership services, a project made possible through the generosity of the Association's supporters.*





***“FSA does not employ telemarketers or professional fund raisers and welcomes the scrutiny of all Florida citizens on financial matters.”***

## **The Law Enforcement Membership Program**

In 2008, FSA created the Florida Deputy Sheriffs Association, which will continue the benefits that have always been a part of the Law Enforcement Membership Program through FSA. This program is open to all Sheriffs’ Offices, Criminal Justice agency sworn and non-sworn personnel, volunteers and auxiliary officers. The \$25 membership fee automatically provides a \$2,500 Line of Duty death benefit to survivors and the following accidental death insurance coverage:

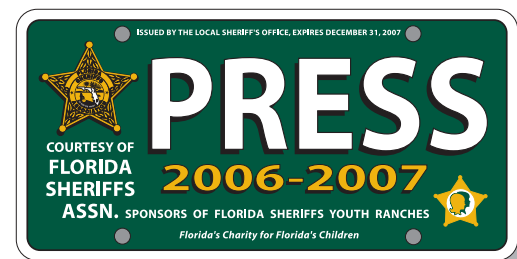
- Salary replacement for one year (base annual salary) paid out over 12 months
- Up to \$2,500 per year in day care benefits
- Up to \$2,500 in educational benefits per school year for dependent children
- Up to \$3,000 toward spousal education/ re-training (Additional coverage at preferred rates is also available.)

Each FSA Law Enforcement Member will also receive:

- An FSA Law Enforcement Membership I.D. card

- A one-year subscription to *The Sheriff’s Star* and *The Rancher* magazines and the *All Points Bulletin*
- An FSA Law Enforcement Membership decal

Enhanced level benefits are currently under development and will include pre-paid legal services. Refer to the Florida Sheriffs Association Web site ([www.flsheriffs.org](http://www.flsheriffs.org)) for more information.



***Through the Florida Sheriffs Association, county Sheriffs can recognize members of the media by offering a complementary press tag and official press credentials in the form of an ID card.***

## Fees from Seminars and Conferences

Fees collected from FSA's conferences, seminars and workshops provide another source of income for the Association. This revenue accounts for approximately 16% of FSA's annual budget.

Income produced from these meetings is used to offset the cost of the event as well as the additional staffing required to plan, coordinate and host them throughout the year. Additionally, although the attendees and exhibitors have continued to grow in recent years, FSA has been able to utilize in-house resources to contain costs of the seminars and conferences. The savings, in turn, have been passed along in the way of reasonable registration for all.

## Sale of Promotional Items

FSA receives income from the sale of various promotional items bearing the FSA name and logo.

Individuals may purchase a variety of items which include: auto tags, hats, bumper stickers, lapel pins, mugs, golf shirts and watches.

While the sale of these items produces only a small percentage of FSA's annual budget, benefits of the sale are three-fold:

1) Income is generated, allowing

FSA to fund or supplement funding of its programs and services  
 2) The purchaser receives an object of value in return for his or her contribution  
 3) The use of the purchased items (bearing the FSA logo) provides increased exposure and public awareness of the many programs we offer.

*Members enjoy showing their support of the Florida Sheriffs Association by wearing hats, t-shirts, watches, belt buckles and displaying tags and decals on their automobiles.*



**MEMBERSHIP ITEMS ORDER FORM**

Public safety is a concern to all citizens, and one way you can support public safety in your community is to show your pride in local law enforcement. To help you demonstrate your pride in crime-fighting efforts, the Florida Sheriffs Association has designed several items displaying the Sheriff's Star logo, and made them available to the general public. These quality items make great gifts too. Just fill in the order form above and return it with your payment.

M.  W.  G.  S.  L.  M.  J.  X.  L.  XL.  XXL.  XXXL

Please make check or money order payable to: FLORIDA SHERIFFS ASSOCIATION, P.O. BOX 12519, TALLAHASSEE, FLORIDA 32317-2519

**MEMBERSHIP ITEMS ORDER FORM**

I wish to purchase:

No. _____ "Golf shirts at \$30.00 each.	\$ _____
Quantity - White (size S □, M □, L □, XL □, XXL □)	\$ _____
Quantity - Green (size S □, M □, L □, XL □, XXL □)	\$ _____
"Honorary Member Lapel pins at \$6.00 each.	\$ _____
"Belt buckle(s) at \$28.00 each.	\$ _____
"Watches at \$165.00 ea. Style No. _____ Face No. _____	\$ _____
Flag Style Watches Face □Gold-1 □Silver-2 □Black-3	\$ _____
"Mugs (□ white or □ green) at \$17 ea.	\$ _____
"Coffee Mugs at \$14 ea.	\$ _____
(postage & handling cost included in prices)	Total \$ _____
* Please add 6% Sales Tax for membership items	Total enclosed \$ _____
( Please allow 4 to 6 weeks for shipping )	
* Add .5%, .25%, .1% or 1.5% discretionary sales surtax, if applicable	

For credit card use:  VISA  MC. Card number \_\_\_\_\_

Name on card (please print) \_\_\_\_\_ Expiration date \_\_\_\_\_

Contact phone number \_\_\_\_\_ Total amount \_\_\_\_\_

**GOLF SHIRTS**  
Shirts are white with multi-colored embroidered logo

**BELT BUCKLE** 3 1/2" x 2 1/2" solid brass

**CAPS, HATS OR GEAR**  
with water-resistant embroidery including mugs, golf shirts, aluminum hat



*At their 2004 national conference, the National Sheriffs Association recognized FSA for having 100% Sheriff participation for 20 consecutive years. The accomplishment makes the Florida Sheriffs Association a rarity among its state law enforcement association peers.*



*The Florida Sheriffs Association traditionally has a record number of exhibitors at conferences, as businesses recognize the value of showing their wares to such a distinguished group.*

## Administrative Fees

The Florida Sheriffs Association provides a myriad of administrative services to the individual Sheriffs offices, and while many are included in their annual membership, some professional services involve fees. These revenues help offset the costs of providing the services, though typically they are offered well below market price.

## Vehicle Program Fees

As FSA's Vehicle Bid and Lease Purchase programs have continued to grow, so has the need for staff to manage them. In order to offset costs associated with the auto-related programs, FSA instituted nominal fees related to services.

Both programs have resulted in significant cost savings for agencies, as they take advantage of group buying power, so the fees are greatly offset by the cost savings to Sheriffs offices.

## FSA: Still Managing Wisely

The National Charities Information Bureau recommends that at least 65% of a group's annual budget should go to the purpose for which the money was raised. The Florida Sheriffs Association's track record exceeds that minimum.

In fact, approximately 70% of FSA's annual revenues go right into programs that enhance law enforcement in all counties throughout the state. These include training, task forces, auto purchasing programs, legislative services and more.

FSA does not employ telemarketers or professional fundraisers and welcomes the scrutiny of all Florida citizens on financial matters.

A copy of the official registration and financial information may be obtained from the Division of Consumer Services by calling 1-800-435-7352, toll free within the state of Florida. Registration does not imply endorsement, approval or recommendation by the state.

## Contact Us

We appreciate your interest in the Florida Sheriffs Association, its services and programs and we hope we have provided a thorough introduction through this Overview.

Should you have any more questions about FSA, please contact us:

Florida Sheriffs Association  
P.O. Box 12519  
Tallahassee, FL 32317-2519  
Phone: 850-877-2165  
E-mail: [info@flsheriffs.org](mailto:info@flsheriffs.org)  
Website: [www.flsheriffs.org](http://www.flsheriffs.org)

## Florida Sheriffs Association Staff Members



*Gary Perkins  
Executive Director*



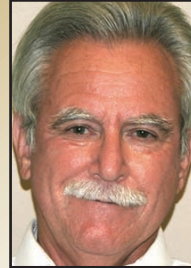
*Peggy Goff  
Chief of Staff*



*Roy Hudson  
Director of Law  
Enforcement Services*



*Ned Hafner  
Director of Corrections  
and Jail Services*



*Frank Jones  
Director of Publications  
Graphic Design*



*Marti Moore  
Executive Director's  
Assistant*



*Lynn Meek  
FSA Vehicle Bid  
Coordinator*



*Rnee' Stockton  
Conference Coordinator  
and Meeting Planner*



*Kathy Young  
Director of Member  
Services*



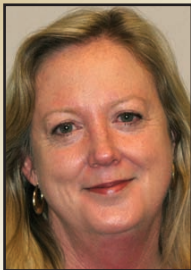
*Kelly Tramel  
Projects Development  
Coordinator*



*Greg Tish  
Membership Accountant*



*Lisa Gregor  
Receptionist/Secretary*



*Glenda Travis  
Federal 1122  
Program Coordinator*



*Linda McNeil  
Bookkeeper*



*Patti Brigance  
Administrative Assistant*



*Julie Bettinger  
Editor of *The Sheriff's  
Star* and *All Points  
Bulletin**



*Keith Dean  
Controller*



*Phil Rivers  
FSA Emergency Manage-  
ment and Special Projects  
Coordinator*

The Florida Sheriffs Association staff is recognized for professionalism and service. The organization enjoys very little employee turnover, which has resulted in significant savings in recruitment and re-training.



Built in 2002, the Florida Sheriffs Association's Law Enforcement Memorial recognizes those Sheriffs' Office deputies and officers killed in the line of duty. The memorial, located directly behind the FSA headquarters, is open to visitors during daylight hours.