

# FLORIDA SHERIFFS ALL POINTS BULLETIN



VOLUME 15 • NUMBER 4 • WINTER 2005/2006

## K-9 "Punky" Sniffs Out \$3 Million in Cocaine After Traffic Stop

By Mark Weinberg  
Public Information Officer, St. Lucie County  
Sheriff's Office

Punky is an irrepressible, five-year-old Labrador retriever.

She also has quite a nose for drugs, as she proved when St. Lucie County deputies stopped a white minivan for speeding on Florida's Turnpike north of Fort Pierce November 7.

Punky sniffed out 18-1/2 pounds of powdered cocaine worth an estimated \$3 million. Sheriff Ken J. Mascara gave Punky, a three-year Sheriff's Office veteran, credit for finding the drugs.

The driver, 20-year-old Osvany Manzo-Palma, was clocked at 84 miles-per-hour in a 70-mile-an-hour zone. He had questionable identification and no vehicle registration. He also had a bottle of pills that didn't have his name on it.

When deputies asked, he denied there was anything illegal in the 1996 Ford Windstar and gave permission for a search. Deputies towed the van to the Sheriff's Office garage.

Then it was time for Punky, accompanied by her handler, Detective Rob Pettit, to take a sniff. Punky alerted deputies by barking and wagging her tail after she sniffed the floor area inside the van near the front seats. Deputies put the van on a lift and raised it. Punky alerted for the presence of drugs at the frame rails on both sides of the van.

Taking a close look, deputies found that holes had been drilled in the ends of the frame and that foam had been sprayed into the frame ends. When deputies drilled into the frame, Sheriff Mascara said, "it started to snow, and it doesn't generally snow in Fort Pierce."



Photo by St. Lucie County Sheriff's Office

Despite extensive measures to avoid detection, K-9 "Punky" alerted handlers to 18-1/2 pounds of cocaine hidden in the frame rails of a van.

Punky is pictured at left with her handler, Detective Rob Pettit.



Photo by David Spencer, Palm Beach Post

The frame and hidden hatches underneath the front seats also contained cocaine.

The van's driver was read his Miranda rights. He claimed he was driving to Fort Pierce from Atlanta to pick up some relatives. The problem with his story was that he couldn't name his "relatives" or provide their address.

Someone had gone to great extremes to get the drug transported. The cocaine was vacuum packed in plastic bags and wrapped with duct tape, all intended to avoid detection, Sheriff Mascara said.

Still, the drug dealers couldn't avoid detection by K-9 Punky's sensitive sniffer.

Ten days after his arrest, Manzo-Palma was indicted for drug smuggling by a federal grand jury. ☛

## Checklist Developed for Marion Sheriff's Office Patrol

By Sergeant Jeff Owens and  
Lt. Alicia Walker

Patrol supervisors do not have, in any way, an easy task. There are considerable conceptual frameworks being considered for every given instance – even during so-called down times. Weighing heavily on the mind of a patrol supervisor are safety and investigative issues of all kinds. Add the distraction of risks and liability and you may wonder how they can ever remember the details of all the tasks at hand.

Marion County Sheriff Ed Dean and Saint Leo University Professor Barry Glover suggested that a Supervisor's Checklist might help. They challenged the two of us to compile such a manual that would augment the daily duties performed by our patrol supervisory personnel.

As a bonus, William "Bill" Westfall of the Public Agency Training Council, provided a similar product from Arizona for comparison. And several instructors from Saint Leo University's "Command Officer Management School" provided guidance.

As law-enforcement practitioners, we know the value of having a checklist to refer to when handling a homicide or for successfully navigating a major fraud investigation. These matters tend to attract specialized investigative attention, and

checklists can help reduce the stress.

The day-to-day activities of the patrol bureau encompass a much more varied investigative setting. So if the patrol division is expected to specialize in so many different things, it makes sense to afford them a helpful guide as well.

Our goal was to develop a concise guide for use by every supervisor that was neither cumbersome nor likely to be tossed aside, unused. The end product is a short 24-section book that is easy to handle and compact enough for front-seat accessibility in patrol vehicles.

Though it could never rival the voluminous but necessary policy and procedural manual, the checklist can help bridge the gap between what is going on during calls for service and the actions that must be satisfied during those occurrences. It was designed to enhance the efficiency of our supervisory skills as a quick reference tool to help them perform their duties.

### *Checklist format*

Sections in our Supervisor's Checklist include details related to critical topic areas, including: warrants, mentally ill persons, civil process, explosives, vehicular pursuits, D.U.I. stops, missing endangered persons, crimes against children, search and seizures, mutual aid, transports, drug labs, use of force, medical aid, hazardous materials, discipline, civil disturbances, communicable diseases, domestic violence, jail disturbances, tactical deployments and death investigations.

The simple "yes or no" format

helps determine whether crucial notifications were made, whether officers' actions may have been appropriate, and in certain situations, it can even help determine when to relinquish control of scenes to others.

And when more in-depth analysis is needed, the manual provides corresponding procedural general orders for any given concept. It is sort of like traveling with the Watch Commander in your car.

The Marion County Sheriff's Office is now widely using the checklist. To broaden its use, the entire package is being adapted to a link in the department's Mobile

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### FLORIDA SHERIFFS ALL POINTS BULLETIN Volume 15, Number 4, 2005 Winter 2005/2006

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# The Thrill of Solving Crime

By Julie S. Bettinger



Photo by Larry Colehaarp

I'll never forget my first DUI. Um, arresting someone else for DUI, that is.

I was riding on an all night holiday patrol with a friend who was a cop, hoping to get a good story. The editor of our city magazine trusted my hunch and agreed to give me the assignment – on spec, of course.

It was my first ride in a patrol car and at first I just concentrated on recording the sights and sounds in my reporter's notebook. But after an hour or so into the ride, I found myself focused more on catching the DUI suspect than looking for the story.

"Hey, that guy doesn't have his lights on," I volunteered to my uniformed friend. "Good catch," he said. My eyes narrowed like a hawk's looking for prey.

I was hooked. Solving crime, or at least writing about solving crime, became my new passion.

Ten years into the position it led to – as a writer and editor for the Florida Sheriff's Association – I can honestly say the thrill is still there.

Unfortunately, I'm not on the frontline as much anymore, but any chance I get to contribute to fighting crime, I'm on it.

### Case closed

In the past year, I experienced that same frontline thrill when two tips about people who were wanted came through our FSA general e-mail box.

Apparently, the anonymity of e-mail is what prompted the correspondence. These people had information on individuals whom they knew law enforcement was after, and they were willing to offer some assistance to get them off the street.

Since we don't do policing at FSA, in both cases I asked for the assistance of my friend, Tom Berlinger, at the Florida Department of Law Enforcement. After getting as much information as possible from the people via e-mail, Tom passed the information on to local law enforcement and – bingo! – two more bad guys were off the street.

I felt like the novice deer hunter who had just bagged a 10 pointer. I couldn't wait to tell my husband – "Hey, I helped solve a crime today." If I recall, these were some of our better dinner conversations.

Well, the FSA Web site has been revamped and someone else gets the e-mails these days, but occasionally one slips through and I'm back on the frontline.

A recent e-mail was from a woman who was dating a guy she feared might have an arrest record. Tom referred her to the FDLE Web site ([www.fdle.state.fl.us/](http://www.fdle.state.fl.us/)) where she could conduct a criminal arrest record check for a small fee. Another e-mail I recall was from a woman who we were (eventually) able to determine was looking for a mailing address for her boyfriend. She'd heard he had been moved out of the county jail, most likely to prison.

And just last week, an elderly and ailing man who lives in Puerto Rico e-mailed us a missing person flier with information about his son, whom he had not heard from since 1996.

Of course, we do our best to be accommodating, even when the request is out of the general scope of services offered by a professional association.

Still, I can't help but recognize that by being on the receiving end of a law enforcement e-mail address, it seems I'm getting a taste of what it's like to work in a first-responder police agency, like the local Sheriff's office.

As any sworn officer will tell you, the uniform is like a magnet to a garden variety of inquiries – some sincere and worth attention and others not.

Thank goodness our field seems to attract those with more patience and tolerance than the average Joe on the street. Like me, they may have been drawn to it by the thrill of the chase...but that's not reality policing.

So while we continue to focus on our primary goal – locking the bad guys up so the rest of the world can feel safe – perhaps we can make life a little easier for others we meet by virtue of the job. It may not make a difference in the big picture, but it sure means something to the person we've helped. Even the gentleman in Puerto Rico.

*Julie*

### Florida Sheriffs Association Calendar 2006



FSA Annual Mid-Winter Conference, Bay Point Marriott Resort, Panama City Beach, January 22-25, 2006

FSA Annual Summer Conference, North Daytona Beach Hilton Resort, Daytona Beach, July 30-Aug. 2, 2006

# Pasco County Adds Bloodhound to Its K-9 Unit



By Kevin Doll  
Public Information Director  
Pasco County Sheriff's Office

Pasco Sheriff Bob White recently accepted the donation of a six-month-old bloodhound from the mother of 9-year-old murder victim Jimmy Ryce, whose killing 10 years ago spurred changes in Florida's sexual offender laws.

The bloodhound is the 401st dog donated to law enforcement by the Jimmy Ryce Center, which was created by Claudine and Don Ryce to increase public awareness about sexual predators and abductions after their son was kidnapped and murdered near Miami in 1995.

"You can make cases, and you can get bad people off the streets with a bloodhound," says Claudine Ryce, who participated in a press conference introducing the dog. "We know this is the only thing that could have saved Jimmy. I don't want any child who's taken by a sexual predator to be crying out 'Mommy, Daddy, somebody come help me,' and nobody comes."

The bloodhound, named "Copper," joins seven German shepherds in the Pasco County K-9 Unit. Copper will also be an important first step in the creation of a rapid response team in the Pasco Sheriff's Office Juvenile Investigations Unit.

The Missing Abducted Child



**Copper, a bloodhound donated to Pasco County Sheriff's Office by the Jimmy Ryce Center, is part of the rapid response Missing Abducted Child Team, located within the Sheriff's Juvenile Investigations Unit.**

Team, or MAC, will be ready to instantly deploy, due to the importance of quickly responding to the location where a child was last seen.

"Getting to the scene within one hour after the initial call will greatly increase the chances of a successful recovery of an abducted child," said Sgt. Brett Landsburg, JIU supervisor. "The first three hours often means the difference between life or death." He said having a trained bloodhound dedicated to a rapid response team will greatly enhance the Sheriff's Office capabilities in the areas served.

Copper has been living and train-

ing with his handler, Deputy Robert Wilkins, for six months. Deputy Wilkins says his new partner has an excellent nose and is already exceeding expectations.

"Sometimes during training, he will be intently following a scent and bump right into the person he is tracking," he says.

Recent reports noted that there are more than 600 sexual offenders and predators living within Pasco County.

For more information, contact writer Kevin Doll at: [kdoll@pascosherriff.com](mailto:kdoll@pascosherriff.com), or (727) 844-7759. ✪

## PIO Roundtable Discussion Points

In a recent issue of APB, we floated the idea of sponsoring a Public Information Officers' Roundtable. The purpose was to network Sheriffs' Office PIOs and give them a forum connected to the Florida Sheriffs Association.

As expected, our PIOs responded. Several requested that it not conflict with the Florida Law Enforcement Public Information Officers Association (FLEPIOA), which is a 22-year old group made up of public safety PIOs. There's also the Florida Government Communicators Association.

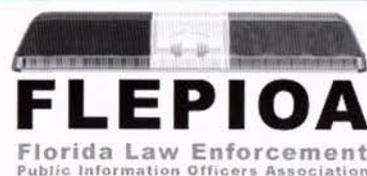
All comments were positive. Following is a condensed version of suggestions:

- Make it pertinent to Sheriffs' Offices, to keep it distinct from FLEPIOA.
- Numerous opportunities for training exist, so consider traveling workshops sponsored by area Sheriffs' Offices, alternating around the state.
- Topics should be governed by what the FSA, Sheriffs and the PIOs deem

most important or timely, keeping it distinct from FLEPIOA. New laws, changes to legislative law or court decisions that change current law that affects Sheriffs' Offices might be a good place to start. PIOs always get questions from the media about what these changes will mean to the agency, how we will implement the changes, how much it will cost, etc.

- Outside presenters often provide a fresh look. Yet, consider that outside speakers cost more to recruit.
- New training should be the priority, as networking naturally follows.
- Steer clear of May and June, since that's when FLEPIOA conferences generally occur.
- Bring in outside reporters and PIOs who have worked a large-scale incident.
- Make some time to meet with the media and have a session to listen/voice concerns and network PIOs.
- A one day-type meeting first to get it all started. Maybe even an afternoon session the first time to see what kind of response we get.
- Prefer a daylong workshop hosted at

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## COME JOIN US! The Florida Law Enforcement Public Information Officers Association. . .

is a 22 year-old statewide organization dedicated to providing professional development, training, recognition and peer support to the agency spokesperson. All public information officers, full or part time, from any branch of public safety, are invited to join.

For more information  
visit us online at  
[www.flepioa.org](http://www.flepioa.org)

## Awards, Awards...and more Awards!

### •Seminole County Crime Prevention Practitioner Wins State Honors

Dotti Burkett, a veteran of the Seminole County Sheriff's Office since 1993, was named this year's Florida Attorney General's Office Crime Prevention Practitioner of the Year. Known for her efforts and expertise in elder affairs, Deputy Burkett is often a featured speaker at conferences addressing elder issues. She is a tireless advocate, and works with senior centers, organizations and residential groups to teach and dis-



From left: "The Mayberry Deputy," David Browning; Sonitrol of Orlando President Bill Ford; Florida Attorney General's Office Bureau Chief Rick Nuss; SCSO Chief Deputy Steve Harriett; Dotti Burkett and her 10-year-old son, Layne. At center, McGruff the Crime Dog.

cuss safety issues and enhance awareness of elder crime issues. Congratulations, Deputy Burkett. 🌟

### Dioquino Cited by American Legion



The American Legion Posts in Florida recognized Pinellas County Sheriff's Office Captain Teresa "Teri" Dioquino as their Florida 2005 Law Enforcement Officer of the Year. The group noted that Capt. Dioquino was a unanimous choice, a first in the awards history. Pinellas County Sheriff Jim Coats says Capt. Dioquino is active in the community as well as the agency. She will go on to compete nationally at the Legion's 2006 conference in Salt Lake City. 🌟

# FSA 2006 Legislative Focus: Sheriffs' Office Employees

While the Florida Sheriffs Association has been successful in winning increased benefits for Sheriffs' Office employees in past legislative sessions, FSA's 2006 priorities seek to further improve retirement benefits. This year's focus is on broadening the high risk employment class to include 9-1-1 Operators/telecommunicators and other higher stress positions.

"Our hard working law enforcement and detention members deserve a quality retirement program that will support their quality of life needs and reward them for years of productive—and in many cases—dangerous public service," says FSA President, Orange County Sheriff Kevin Beary. "When our employees devote an entire career to the law enforcement or detention profession, they deserve a fair and secure retirement plan."

Following its fall legislative planning session, the Florida Sheriffs came up with the following proposals in support of their employees:

1) Sheriffs will continue to support the effort to increase the health care stipend for retired Sheriff's Office employees through the Florida Retirement System (FRS). Current law provides a \$5 health care stipend per month for each full year an employee worked. The Sheriffs support the compromise language from last session that provides a gradual increase in this subsidy over the next several fiscal years to help retired employees pay the higher costs for medical

insurance or for out-of-pocket medical expenses.

2) The Sheriffs support enhancing the retirement benefits of jail nurses and civilian law-enforcement pilots working in "high risk" conditions. The Sheriffs believe that jail nurses and civilian pilots should receive the FRS "special risk" retirement rate, because these are dangerous jobs with exposure to a higher risk of harm than most other public employees. Jail nurses are exposed daily to dangerous felons and dangerous diseases through blood borne pathogens and body fluids of jail inmates. Providing "special risk" retirement for civilian pilots would bring them in line with other sworn law-enforcement pilots and pilots working for state agencies who are already designated as "special risk" employees.

3) The Sheriffs also will continue to support changing the basis for calculating all FRS employee retirement income from an average of an employee's highest five year's of salary to an average of the highest three year's of salary. This change would increase retirement benefits for law-enforcement employees and be similar to retirement law in many other states.

4) Sheriff's also support an increase to the retirement rate calculation for 9-1-1 operators and Sheriff's Office telecommunicators. Currently, these employees receive the basic FRS retirement rate of 1.6-percent ("regular risk" category). The Sheriffs suggest an increase to a 2-percent rate in

recognition that these jobs are higher stress and result in a higher "burn out" rate than other public employees. 9-1-1 operators and telecommunicators are highly trained employees who interact daily with the public, helping them to receive emergency services. These employees work in a high-paced and high-stress atmosphere.

## *Additional Priorities*

The Sheriffs also made the following suggestions for legislative changes:

- 1) Modify and strengthen the Jessica Lunsford Act. The Sheriffs propose strengthening the sexual predator and sexual offender legislation in the state of Florida by:
  - Requiring Florida driver's licenses and Florida identification cards of sexual predators to provide an "identifier" to indicate that the holder is a registered predator, allowing law-enforcement officers to immediately identify a registered predator regardless of availability of support systems.
  - Prohibiting sexual predators from staying at any temporary public shelters. Shelter for predators would be provided at county jails or whatever facility the Sheriff and the county determine.
  - Providing for the forfeiture of vehicles used to facilitate the crime of Internet solicitation of minors.

2) The Sheriffs also support the continued independence, accountability and effectiveness of the

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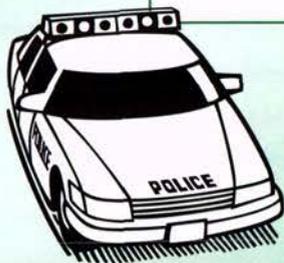


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## FSA 2006 Legislative Focus:

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constitutional office of the Sheriff in the state of Florida and will work with Florida legislators to preserve the elected and independent status of the Office of Sheriff in Florida.

3) Florida's Sheriffs also support measures to increase enforcement of red-light running in Florida. The Sheriffs support automated cameras at intersections and other technologies that aid in enforcement and compliance to reduce the deaths and injuries that result from careless and reckless drivers.

4) The Sheriffs support strengthening state law related to mutual aid agreements between city, county and state law-enforcement agencies to increase and enhance interagency cooperation. In order to enhance officer safety, mutual aid agreements must include the notification, request and permission from one law-enforcement agency to another when the agency is working outside its jurisdiction or when operating in common jurisdictions when there is a likelihood of more than one law-enforcement agency engaging in operations. The recent tragedy in Orlando resulting in the shooting death of a law-enforcement officer by another officer from a different agency is a clear demonstration of the need for laws to enhance the safety and effectiveness of law-enforcement investigations and operations.

5) In increasing numbers, county jails are housing state prisoners. This costs county taxpayers in excess of an estimated \$100 million every year. The Sheriff's support state compensation to counties for the following state inmate categories housed in county jails: retake warrants; inmates sentenced to prison

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# My View: Thoughts on Five Hurricane News Stories

By Sgt. Rick Hord  
Okaloosa County Sheriff's Office

After Hurricanes Katrina and Rita, I thought I'd offer my personal reactions to five news stories.

Item #1- A family leaves town at 3:00 a.m. after a phone call from a relative watching the late night TV news. The family rushes out the door with little more than the clothes on their backs.

Reaction: You've got to be kidding!

Hurricanes do not take people by surprise. New Orleans residents should have started serious evacuation plans Thursday night, when they saw their area in the famous "cone" of the projected path. By 10:00 Friday night, Katrina's predicted path was smack dab on top of the Crescent City. Yet, come 3:00 a.m. Sunday, ill-prepared people were making hasty decisions.

Item #2-A Houston resident, in that infamous 100-mile long traffic jam, expressed outrage that a state transportation department employee did not have a roadmap to suggest an alternate route over the telephone.

Reaction: Again, you've got to be kidding!

Seeking an alternative to hopelessly jammed major highways is a good idea, but expecting personalized remote-control help to do it is ludicrous in the extreme. Suggestion: keep a roadmap in your car.

Item #3-The Mayor of New Orleans predicts 10,000 dead in his city.



Reaction: Perhaps His Honor spoke from fear, ignorance or a desire to make headlines... but obviously not from any rational assessment of the facts. His famous, fantastic, fictitious forecast turned out to be too high by about 1,000-percent.

Item #4- Wild stories of rapes and murders in the Superdome.

Reaction: Like the mayor's macabre prognostication, these turned out to be rumors. Rumors can be "Public Enemy No.1" during disasters... especially if local officials talk first and check facts later.

Item #5-The one-way "solution" to evacuation woes.

Reaction: Some folks seemed to think Texas authorities could just flip a switch and convert the interstates into giant one-way exits. It's not that easy.

My guess is the fabled "contra-flow" plan, at best, would have replaced the 100-mile-long traffic jam moving 2 miles per hour with a 50-mile-long traffic jam moving 1 mile per hour. That's *if* it could have even been implemented... which is a very big "if."

The problems of accommodating westbound traffic on an eastbound highway are mind-boggling. How do you get traffic on the road? How do you get it off? What do you do about thousands of vehicles exiting the highway, all pointed the wrong-

way on local roads? How do you prevent head-on crashes at hundreds of intersections? How do you make sure nobody goes the wrong way at an intersection, ramp or exit? What do you do about all the signs and lights facing the wrong way? How do you arrange for emergency traffic that must enter the city when everyone else is trying to leave?

A final observation: Those who fared the best leading up to and following the hurricanes are those who depended on themselves, not any city, county, state or federal agency. Now that the 2005 hurricane season has finally ended, I'm hoping that more people will resolve to prepare themselves and their families for the 2006 season beginning next June. ☪

E-mail Rick Hord: [rhord@sheriff-okaloosa.org](mailto:rhord@sheriff-okaloosa.org)

## FSA 2006 Legislative Focus:

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and awaiting commitments; writes from prison; and persons charged with a felony violation of probation.

In addition to these legislative concerns, Florida Sheriffs will also support other legislation that provides a tough, common-sense approach to fighting crime in Florida.

Sheriffs will work with other law-enforcement partners and government advocates to make Florida a safer, better place to live and to improve the working and retirement conditions of law-enforcement employees. ☪

# Sheriff's Web Site Responds Through Video-on-Demand

By Steve Olson, Seminole County Sheriff's Office, Public Information Officer

How many times has your Sheriff's Office had an event – the “good news” type – that you knocked yourself out to plan, with special accommodations for television coverage, only to have nobody from the TV stations show up?

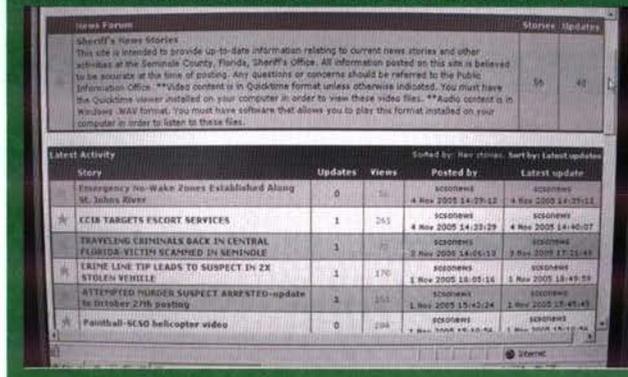
How about this scenario: You have great video of a SWAT raid that the media wants. You've dubbed numerous tapes and disks for the media to pick up, but you're running out of stock; one, two or even three copies short. It's close to their deadlines. Some reporters don't get to your office before you leave for the day. Your cell phone rings and your pager buzzes. The media rep wants to know, “Where's our copy?”

If this has ever happened to you, there's a solution: Consider better use of your department's public Web site – beyond just posting mug shots and news releases – but posting broadcast-quality video that the media can access at any time.

The Seminole County Sheriff's Office Public Information Office has been doing this, and it doesn't cost a lot of money.



The Seminole County Sheriff's Office has forged a stronger partnership with the media by giving them instant access to video and audio clips to use in broadcasts via its Web site.



## What it takes

First, you need a fast computer with memory, speed and storage capacity to handle the task. The information technology section in your department, city hall or county office should be able to handle with the specifications, or may even build one for you.

Secondly, a stable editing program is needed. For now, the Seminole County Sheriff's Office is using something that costs less than \$100. It's the Magix Movie Edit Pro program and has the ability to import both digital or analog video and audio. After editing, you can export in a variety of formats. QuickTime is what works for most TV stations in the Orlando market.

Additionally, a digital video camera is helpful. At the Seminole

County Sheriff's Office, the PIO keeps a consumer-type, digital video camera with him/her for late-breaking video opportunities. A second camera, a broadcast-quality Sony DV-170, is also used for video news releases for the Web, as well as for longer format stories that are aired on the county government television channel each month.

Re-designing your Web site for on-demand video is a little more involved, but it doesn't have to be complicated. The media wants something that's functional – that they can access quickly, get what they need and go.

Lt. Barry Smith heads the

Community Services section at the Seminole County Sheriff's Office, which includes the Public Information Office. In his spare time, he designed our Web page.

In a nutshell, he says it's a PHP (open-source, reflective programming language) forum that was converted to be used as a posting site. We modified the look to resemble a posting site by changing words like “reply” to “update.” It's a pretty basic Web application that's exactly what we need to accomplish what we're trying to do – nothing more, nothing less.

We can upload news releases, small files and graphics via a basic PHP uploading page from any Internet terminal, or we can use a FTP (File Transfer Protocol) folder or application such as WSFTP for larger file uploads.

We also need the ability to convert the raw video into .mov files (Quick-Time format) so the television stations can import it into their editing software, Smith says.

Through trial and error, we learned the edited video should run no longer than 30 to 35 seconds. Clips any longer in length would make the product difficult to upload and download due to the high amount of bandwidth required. It can cause problems with the amount of storage space consumed on our servers.

Instructions are provided on the Web site about downloading. For instance, "right click, save target as then send it to your desktop." If the media wants to see the entire public record, a hard copy is produced to either disk or video, and they can

pick it up at the Sheriff's Office.

The early results have been favorable. Orlando television newsrooms, the local newspapers, Internet news providers and local radio news have found the site to be helpful and easy to use. It has cut down on staff having to drive, wait, and drive back to the newsroom. The site also features mug shots, news releases, police reports and other support data that the Public Information Office uploads.

Seminole County Sheriff Don Eslinger has long embraced the use of technology that allows the agency to work smarter, faster and with increased efficiency, and he has promoted development of this media site.

If you want to see more, log onto: [www.seminolesheriffnews.org](http://www.seminolesheriffnews.org).

org. You'll find the site straight-forward and easy to use.

For more information, contact Lt. Barry Smith via e-mail: [bsmith@seminolesheriff.org](mailto:bsmith@seminolesheriff.org), or by phone 407-665-6986. ☛

#### Checklist Developed. . .

Continued from page 2

Data Terminal (MDT) database.

In the future, the agency expects to develop similar manuals for other divisions, such as Aviation, Civil Process, Communications and Corrections.

Co-writers Lt. Alicia Walker and Sgt. Jeff Owens are 15- and 20-year veterans (respectively) of Marion County Sheriff's Office. Walker now serves in the Youth and Community Services Bureau and Owens is assigned to the Major Crimes Unit of the Detective Bureau. Reach them via e-mail: [awalker@marionso.com](mailto:awalker@marionso.com) and [jowens@marionso.com](mailto:jowens@marionso.com). ☛



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# Criminal Justice Training Needs in Florida: A 2006 Measurement by the Florida Criminal Justice Executive Institute

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What type of professional training are our criminal justice executives seeking in order to respond to the needs of our citizens? While many tasks remain the same, for both law enforcement and correctional agencies, recent events such as global terrorism and natural disasters have had an impact on our current and future needs. FDLE conducted a study to measure what those perceived needs are to assist Florida criminal justice agencies with their training process.

The Florida Criminal Justice Executive Institute was established, pursuant to §943.1755, Florida Statutes, to provide integrated programs of leadership and management instruction to criminal justice executives and managers. According to Dr. James D. Sewell, the first Director of the Executive Institute, five key decisions were made to provide direction for program delivery.

- The Institute should always utilize a cutting edge faculty.
- The Institute should focus on classroom and after-hours discussions that would challenge the participants.
- It should use an interdisciplinary approach that involves all of the criminal justice professions including law enforcement, corrections, the judiciary,

medical examiners, prosecutors and public defenders.

- Because the curriculum should always be "futures" oriented, it should always be considered a work in progress tailored to the changing needs of the criminal justice system.
- The programs should always be focused on the educational process – not simply training – and involve a commitment from both the participants, the faculty and the staff.

The Chief Executive Seminar, Senior Leadership Program and the newly developed Florida Leadership Academy are among the programs and courses of study that are offered. Continuing Executive Development and Advanced Studies courses are also made available on a fee basis.

The Chief Executive Seminar was developed to meet the needs of agency Chiefs, Sheriffs, and wardens. It involves three sessions of study and lectures – each one week long – over a period of three or four months. The Senior Leadership Program involves nine weeks of study, lectures and networking over a period of nine months and requires a very serious commitment from the participants. Each participant is required to write a scholarly paper on a current issue, which is of publishable quality. The Florida Leadership Academy is designed to prepare first-line supervisors for the challenges that they face. It involves four, one-week sessions over a period of four months. The Continuing Executive Development and Advanced courses are three to five day courses, offered

at various locations around the state, and include such topics as Effective Budgeting, High-Impact Leadership and Officer Discipline.

## Methodology

The methodology for this study involved six parts: a review of courses that were currently being offered by the FCJIEI, informal polls of course participants to determine their perceived needs, interviews with criminal justice executives, the development and administration of a survey instrument, an analysis of the responses and a distribution of the results.

The three-to-five-day courses that are currently being offered have been historically divided into two subject areas: Continuing Executive Development (CEDs) and the Center for Advanced Law Enforcement Studies (CALES). The CED courses are presented to meet the needs of executives. The advanced courses are for all professionals and include classes such as "Officer Discipline" and "Project Management."

Periodically, our course facilitators have simply asked the participants what they thought the current training needs were and included that information in their overall planning. The survey instrument was specifically designed to be only one page, for respondent convenience. It included a brief introduc-

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tory statement, a five-point Lykert scale to quantitatively measure responses and 10 current topics. To better understand why these topics are considered critical and why their importance should be measured, I'm including a brief explanation of each.

**Emergency and Natural Disaster Management.** Those of us in law enforcement always thought of violent, indiscriminate terrorism as something that only occurred in other countries. In the post 9-11 world, criminal justice executives have had to not only police the city and investigate the crimes but plan and train for the unthinkable as well. As if that isn't enough, factor in the deadly natural disasters (hurricanes) that we've experienced in the last couple of years. Planning and training for large scale disasters includes mutual aid agreements with

not only other law enforcement agencies but professional disciplines outside of criminal justice as well.

**Post-Traumatic Event Debriefings.** Formerly, psychological problems among law enforcement officers were either denied or considered individual aberrations. It is now recognized that the psychological demands of police work can affect even the most well balanced officer and, if left unchecked, may develop into one or more disorders, such as phobias, obsessive-compulsive disorders, panic attacks and post-traumatic stress disorders. The Post-Traumatic Event Debriefing, conducted by a licensed mental health professional, has become an acceptable method of identifying potential risks before they become obvious through employee behavioral changes.

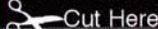
**National Incident Management System.** The U.S. Secretary of Homeland Security developed NIMS. It integrates effective practices in emergency preparedness and response into a comprehensive national framework for incident management. It enables responders at all levels to work together more effectively to manage domestic incidents no matter what the cause, size or complexity.

**Integrity/Ethics.** Very few professions are as highly scrutinized and second-guessed by the public as criminal justice – and we should be. A mistake in most professions results in a private reprimand that no one other than the recipient ever sees. In our profession a mistake means headlines. Even when men

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## Criminal Justice Training Needs *Continued from page 13*

and women are virtuous, even when they behave with high standards of conscience, they benefit from responsible supervision and instruction designed to help them become better.

**Compstat/Crime Analysis.** Compstat, which is an abbreviation of "computer comparison statistics," enables organizations to identify trouble spots and target the appropriate resources for resolution through data analysis.

**Organizational Change.** Some organizations need a directional change; some change whether it's intentional or not. These changes can be brought about not only by stagnation and external events, but also by the very nature of our current workforce. At no previous time in our history have so many and such different generations with such diversity been asked to work together shoulder to shoulder.

**Human Diversity.** Human diversity in the workplace involves issues other than simply race. Nationality, cultural differences, age, sexual preference and gender all have an impact within the workplace. Ensuring that employees – especially supervisors – are trained to be aware of this impact is critical.

**Futures Studies/Planning.** Emerging trends and issues are important not only for planning purposes but budgeting as well.

**Identity Theft.** The popularity of the Internet, along with increased access to public records, has resulted in a loss of privacy. This easier access to biographical and demographical data has resulted in an increase in identity theft for the purpose of theft and fraud.

**Leadership.** Volumes have been written

about leadership but every publication has the same truism. Leaders aren't born, they are grown through experience, education, and training.

The population universe for this survey consisted of 301 police departments, 66 Sheriff's offices, 53 state law enforcement agencies and 81 correctional agencies or offices for a total of 501 potential respondents. The instruments were coded to indicate whether they were sent to local law enforcement, state or correctional agencies. The study group consisted of 295 respondents: 218 from local law enforcement representing a 59-percent response rate; 30 from state law enforcement representing a 57% response rate; and 47 from correctional agencies representing a 58% response rate. The survey was conducted in November 2005, and the returned instruments, which comprised the study group, were entered into spreadsheet program for correlation and analysis. Every fifth instrument was reviewed by an FDLE member, other than the author, for quality control.

### Findings

A detailed table, including Lykert Scale mean averages broken down by local law enforcement, state law enforcement and corrections responses is available to be sent via e-mail (please see article end notes).

Based on the responses, the Emergency Management, Integrity/Ethics and Leadership topics were considered the most critical by each respondent group. The other topics were rated incredibly close by each respondent group with the range of difference being an average of only 0.4 on the Lykert Scale, which suggests that each discipline is experiencing the same training issues. The largest different

score was Compstat/Crime Analysis with a difference of 0.9. This difference can be explained by the Corrections agencies indicating that this topic was not especially helpful in accomplishing their primary mission. The two topics that were only delineated by a 0.2 rating were Organizational Change and Leadership.

In completing this survey I have attempted to provide sound data, captured using competent methodology, for our criminal justice executives to use in planning future training for their agencies. The staff of the Florida Criminal Justice Executive Institute will also use this information in planning the delivery of classes in 2006 and beyond.

*David G. Brand served 28 years with the Tallahassee Police Department, retiring as the Internal Affairs Commander. He has a B.S. degree in Criminology and a Master of Public Administration degree from Florida State University. He is currently the Education and Training Administrator for the Florida Department of Law Enforcement. For copies of tables and graphs, e-mail: DavidBrand@fdle.state.fl.us, or call: 850-410-8629. ☛*

## PIO Roundtable

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various Sheriffs' offices to see how they operate. Something in Central Florida usually works well.

- A 2-day seminar, held once a year, beginning in Tallahassee, and then moving around the state.
- Lake City/Columbia County has offered to host. Leon County Sheriff's Office has offered support, if it's in Tallahassee at FSA headquarters.

*We'd like to thank everyone who responded. If you have other ideas, please e-mail us: jbettinger@flsheriffs.org. We'll keep you posted on future developments. ☛*

## Awards, Awards...and more Awards!

### Pinellas County SO Attracts National Recognition for Traffic Enforcement

The Pinellas County Sheriff's Office was recognized by the International Chiefs of Police Association for having the best overall traffic safety program in the United States for SOs of its size.

The winning safety programs are those that combine officer training, public information and enforcement to reduce crashes and

injuries within its jurisdiction. Pinellas County Sheriff Jim Coats traveled with a delegation to accept the award. He's pictured at right holding the award with (from left): Captain Teresa Dioquino, Corporal James Piper and



Sergeant Glenn Luben. ☼

### IRCSO "Best Place to Work"

For the third year in a row, the Indian River County Sheriff's Office was named one of the "Best Places to Work" in Indian River



Sheriff Raymond

County based on a survey by the Treasure Coast Human Resource Association, Inc. Indian River County Sheriff Roy Raymond pointed out that this award came on the heels of major challenges posed by Hurricanes Frances and Jeanne, which required employees to work out of temporary offices. Many employees also lost their homes, while others experienced personal duress while making renovations following damage to their residences. This same group of employees also managed to raise more than \$13,000 to assist law enforcement families on the Gulf Coast after Hurricane Katrina. "We not only protect and serve," Sheriff Raymond says, "but we really care. I believe we do have a great place to work." ☼

### Jacksonville Sheriff's Veteran Named Retail Officer of the Year

Jacksonville Sheriff's Officer Isaac E. Brown was named the 2005



Florida Retail Federation Law Enforcement Officer of the Year. An officer with JSO since 1986, he has arrested more dangerous and violent armed suspects than most other officers in his agency, all without injuries. Because of his record, he is often requested to assist other divisions within the agency when major cases develop. An ordained minister, Officer Brown routinely visits state prison inmates to minister when he is off-duty and contacts local companies to help newly-released inmates secure jobs.

Other finalists for the LEOY award include: Bay County Sheriff's Office Investigator Richard Bagwell, Florida Highway Patrol Corporal Richard J. Kraus and City

of Miami Police Officer Wanda Mendez. ☼

### Hockey Team received a Silver Medal

The Palm Beach County Sheriff's Office's Ironman Roller Hockey Team received a Silver Medal recently while competing in the Florida Police and Fire Games in Jacksonville. The group managed to defeat the two-time gold medal winner Ft. Lauderdale Police to advance to



the Gold medal game. They played a very close game against the Tampa Police Department, eventually being defeated by one goal – making them second overall for the tournament. ☼

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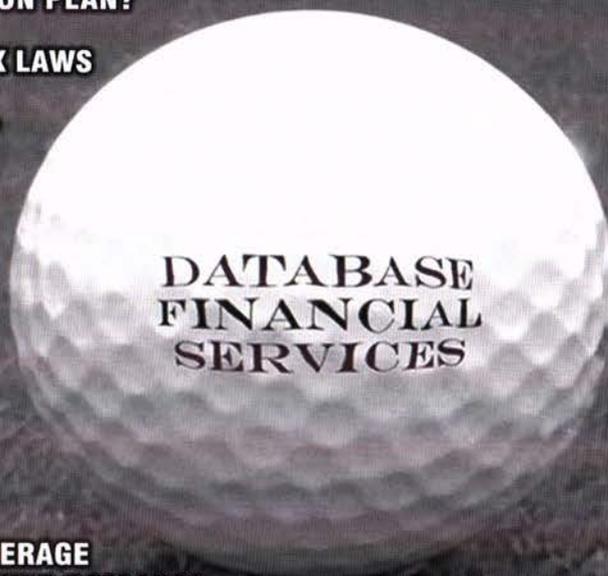
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