

# FLORIDA SHERIFFS ALL POINTS BULLETIN

VOLUME 19 • NUMBER 1 • WINTER 2009



## Leon County's Jared Lee Wins Correctional Officer of the Year

At the beginning of each year, the Florida Sheriffs review nominations for the Correctional Officer of the Year, based on the previous year's performance. This person is honored at FSA's annual Winter Conference banquet, in turn helping to spotlight the unsung heroes in county jails throughout Florida.

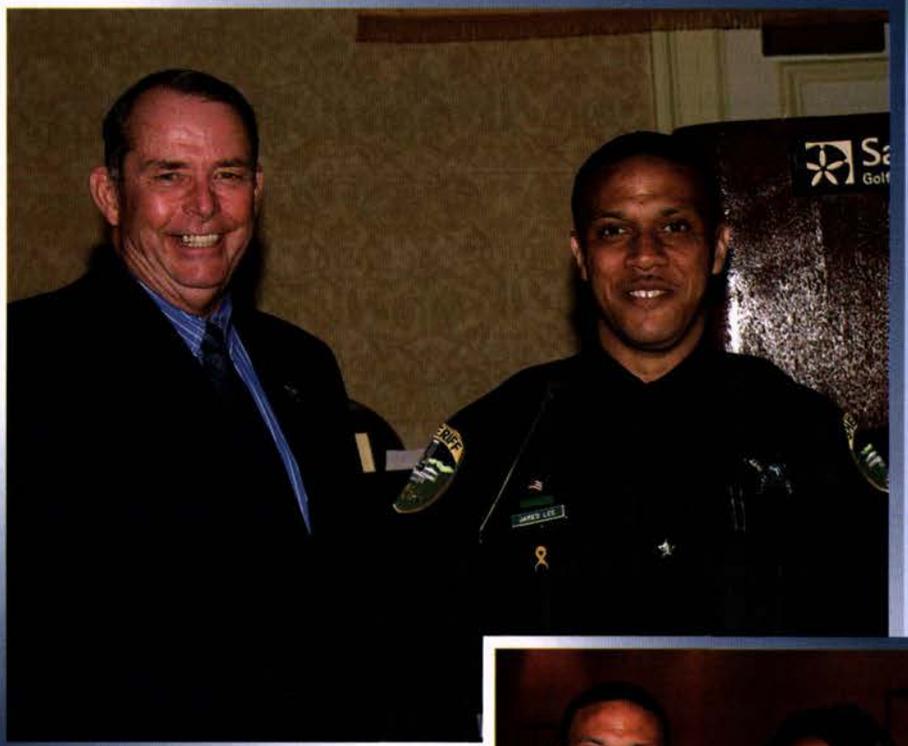
While many of the stories behind past award winners describe heroic feats, our Correctional Officer of the Year committee made a statement in their selection of this year's winner, who was introduced at the banquet.

They pointed out that the role of Corrections is to try to correct people's behavior. And that means that sometimes *the most heroic deed* is that a Correctional Officer has been able to maintain order and control, in spite of the volatile nature of the job.

The committee agreed that Leon County Sheriff's Office Correctional Officer Jared Lee stood out for that reason. When you hear his story, it's not difficult to see that he is worthy of recognition.

In nominating Officer Lee, his supervisor described him as the "model of dedication and professionalism."

Other statements about Officer Lee included:



Above, Leon County Sheriff Larry Campbell congratulates Jared Lee at the Florida Sheriffs Association Winter banquet. Now a Deputy, Lee was honored for his accomplishments as a Correctional Officer at the Leon County Jail in 2009. At right, Deputy Lee shares the spotlight with his wife, Deandrea. Photo by Thurgaland

- He consistently sets and meets high standards for performance
- He always has a smile and an encouraging word for everyone he meets
- His "can do" attitude and positive disposition is unwavering and this characteristic sets him far above most of his peers
- His motivation, loyalty and community involvement are an excellent example for others to emulate
- He always puts forth 100 percent, no matter what tasks he is assigned.



On a personal note, Officer Lee has been married for three years to his wife, Deandrea, and they have three children. He attends Miracle Temple Church of God in Christ in Gadsden County, where he is a Bible study teacher. He also is involved in several charitable organizations.

Officer Lee started his career in Corrections nearly 15 years

*Continued on page 6*

## Cargo Theft Bigger Than You Think in Florida

At the FSA Winter conference in 2001, Marion County Sheriff Ed Dean appeared before his fellow Sheriffs urging a partnership to combat the crime of cargo theft. Though a "silent crime," it represented billions of dollars in annual losses, he said. Companies were losing more through cargo theft than the two traditionally largest crimes – employee theft and shoplifting.

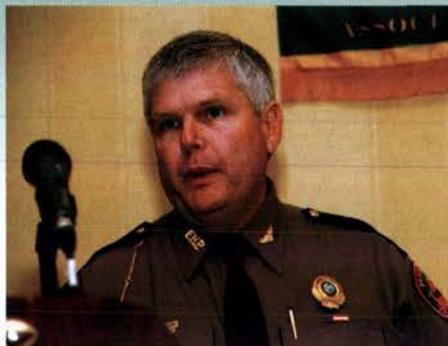
That humble beginning launched what is today the Florida Commercial Vehicle & Cargo Theft Task Force. Combining the strength of local, state and federal law enforcement agencies, the Task Force runs successful multi-agency decoy and enforcement operations each year.

An important chapter in the life of the Task Force was the launching of Web-based Electronic Freight Theft Management System (EFTMS) in 2004, which is fast becoming one of the most valuable tools for catching thieves in the act and linking suspects to previous crimes.

Though the reporting on the EFTMS isn't consistent among agencies, the numbers from the database were still startling. Last year, Jacksonville/Duval had the highest number of thefts: 52; Orange County had 32 and Hillsborough had 31. Other counties were also high: Lee (27), Dade (26), Palm Beach (26), St. Lucie (17), Polk (14) and Osceola (13). Marion, Charlotte and Pasco counties each reported six thefts and Collier and Manatee reported five. The balance reported three thefts or less.

Florida thefts entered into the system last year totaled \$12.6 million in vehicle loss and \$37 million in cargo. Of the nearly \$50 million total, about \$4 million was recovered.

Unfortunately, thefts are increasing and officials believe it's primarily due to the economic downturn and



**Lt. William Jackson of the Florida Highway Patrol, statewide coordinator of the Florida Commercial Vehicle & Cargo Theft Task Force, provided Sheriffs with an update on operations at the Mid-Winter conference.**

the fact that there are no minimum mandatory sentences linked to the crime. We hope that will change in the near future.

There are a number of challenges to combating cargo theft, including the fact that until 2008, there was no Uniform Crime Reporting code assigned and companies aren't particularly fond of admitting their cargo was hijacked. But we do know a few things, including the fact that it's a highly organized crime, established truckers that know the system are moonlighting as thieves, and the majority of cargo is headed for Miami for export.

The Tactical Operations Multi Agency Cargo Anti Theft Squad (TOMCATS), based in Miami-Dade County, has been successful for years and works in conjunction with the Task Force. The key is getting information on the crime into the EFTMS as soon as it's discovered.

When information is entered, it goes to every FHP laptop, weigh station and Agricultural Inspection station, as well as those who are on the listserve. Timing is critical, says St. Lucie County Sheriff's Detective Rusty Russell. Some agencies are asking Dispatch to enter the information as soon as they get the call, which increases the chance of catching the thief.

Detective Russell encourages all law enforcement to log into the system to see how it works and start using it in investigations, too. For

security reasons, there's a little delay between logging in the first time and actually using the system, so it's best to register before you need it.

Find the Electronic database: <https://reportcargotheft.flhsmv.gov>.

For more information, contact Lt. William Jackson, Florida Highway Patrol, 352-732-1260, ext. 239 or e-mail: [WilliamJackson@flhsmv.gov](mailto:WilliamJackson@flhsmv.gov). You can also contact Detective Rusty Russell, (772) 462-3292, or via email: [RussellD@StLuciesheriff.com](mailto:RussellD@StLuciesheriff.com).

### FLORIDA SHERIFFS ALL POINTS BULLETIN Volume 19, Number 1 Winter 2009

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By Julie S. Bettinger



Photo by Larry Colburn

## They Know Where You Live

As I was reading the nominations for Correctional Officer of the Year, an incident described on Deputy Brian Jordan's form stood out. Pasco County Sheriff's Office Detention Bureau Commander, Major Brian Head, commended Deputy Jordan for his professionalism and cool-headedness in stressful circumstances on the job. He then described an incident that happened off duty that was noteworthy – Deputy Jordan saved a child's life.

A New Port Richey Police Department report explained that the 16-month-old had been found floating in the family pool. The officer responding said that when he arrived, he found an adult holding the child and asked if this was the one reported in the pool. The man standing said, "Yes, the kid was blue, so I gave him CPR – that in-service training really paid off."

That adult was Deputy Brian Jordan. He was off duty and at home watching television when he heard his neighbor outside screaming for help. The father ran up to him, holding the unconscious child. Jordan felt for a pulse, but couldn't find one. He began CPR – giving the child three rounds of breath. The child started crying. It wasn't until Deputy Jordan provided a written statement that the police officer found

out he was a deputy with PCSO.

This incident reminded me of how we look at our neighbors. When there's been an accident – who do you call (after 9-1-1)? Who's close by?

At age 13, I was in a horse-back riding accident – my horse sideswiped a telephone pole as I was racing my brother's horse up our rural lane. There were actually three horses involved. My brother's horse ran into the back of another, and he did a somersault on the road. He came up just in time to see his baby sister broadside the pole. Though suffering from a mild concussion, my brother ran to our house, put me into our car and drove me to a family doctor who lived nearby. I vaguely remember looking up from the passenger seat at this man who—wisely—advised getting me to the emergency room. Once my brother saw the techs wheel me away on the stretcher, with a broken leg and bleeding from the head, he collapsed in a wheelchair and had to receive his own treatment.

The point is – we are known by our professions. Whatever training you've received on the job doesn't turn off when you go home at night. And your neighbors know it.

My other brother is a firefighter and EMT and has used his training in volunteer work as a Boy Scout leader. In one instance, that passed-along training saved a young boy's life. The 12-year-old had punctured a major artery in his leg while riding a bicycle. He would have bled to death if not for remembering what "Scout Leader Strauss" taught him about tourniquets. He used his jacket to arrest the bleeding, while his friend got help. In the emergency room, the boy couldn't wait to share the news with my brother that he'd applied that lesson – and was alive because of it.

There are times, of course, when we wish our neighbors and friends didn't think so highly of our profession. Perhaps that comes in the way of, "What should I do with my juvenile delinquent son?" Or, "Can you do something about that abandoned car in the other neighbor's driveway?"

That's where patience comes in. And occasionally, perhaps, how we respond will make us the hero. Just like it did for Deputy Jordan. When that child grows up, you can bet he'll hear about the time he almost died – and perhaps would have, if not for the nice neighbor deputy.

*Julie*

P.S. - If you haven't seen the movie, "Fireproof," it's really worth renting. Anyone in law enforcement will relate. A good flick.

### Florida Sheriffs Association Calendar of Events 2009



- Florida Sheriffs Day at the Capitol, Tallahassee, March 26
- National Sheriffs Association 2009 Annual Conference & Exhibition, Ft. Lauderdale, FL, June 20-24
- FSA Annual Summer Conference, Palm Beach County, PGA National Resort & Spa, July 19-21
- FSA Training Conference for the Sheriff's Assistant, Lee County - date, and location TBD

Please check the FSA Web site for the latest dates and locations: [www.flsheriffs.org](http://www.flsheriffs.org).

# Charlotte County Saves More than 100K Using Inmate Labor to Paint Jail

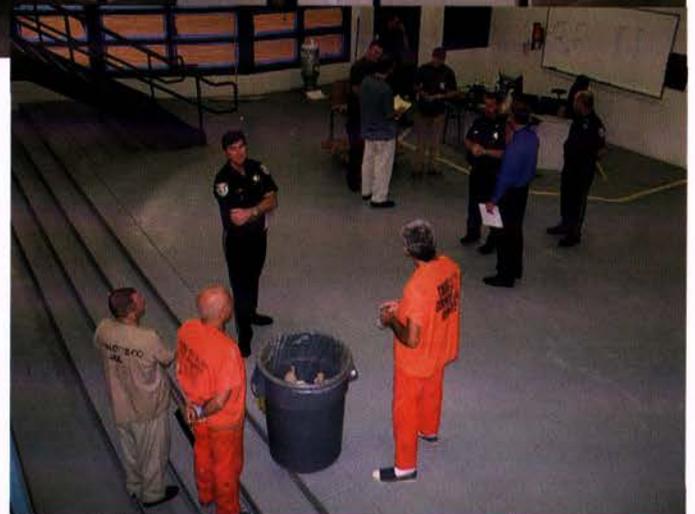
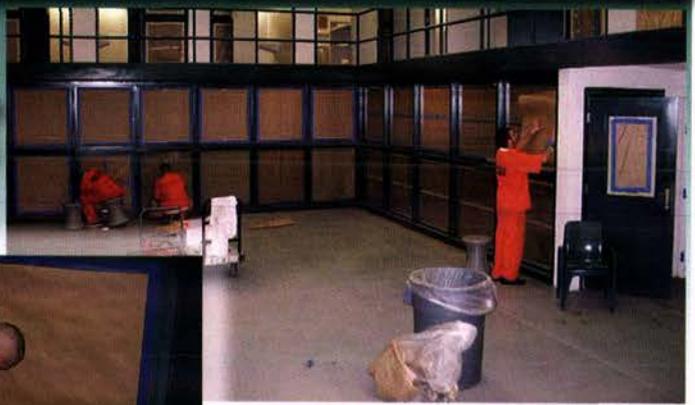
By Bob Carpenter  
Public Information Officer  
Charlotte County Sheriff's Office

Charlotte County Sheriff Bill Cameron reports that using inmate labor to paint the inside of the eight-year-old jail is saving the county \$103,855. Sheriff Cameron gave a media tour of the jail housing pods showing inmates doing preparation and painting in pod-D. If the county had hired an outside contractor, it would have cost \$120,000; the in-house cost using trustee inmates was just \$16,144.

Sheriff Cameron said, "Our inmates are painting all eight pods that haven't been painted since the jail opened in 2001. This is the most opportune time as we have a slightly lower inmate population in our jail during the winter months and we are able to move inmates to other pods when painting. If the county had contracted this project, they would have paid the cost of paint, materials and labor. Using our inmates, the only cost is for paint and materials."

It helped that Corrections Deputy First Class Brent Watson, who had previous experience as a painting contractor, was able to supervise the free labor inmate painting project. He detailed various aspects of the huge undertaking. It took about one week to prep and paint each of the eight pods.

**Charlotte County Sheriff Bill Cameron took advantage of a seasonally lower inmate population and one of the Corrections Officers' experience as a painting contractor to save taxpayers' money. Each pod took one week to prep and paint.**



For more information, visit the Sheriff's Office Web site: [www.ccsso.org](http://www.ccsso.org). Contact Bob Carpenter via e-mail [rcarpenter@ccso.org](mailto:rcarpenter@ccso.org) or call (941) 575-5252.

## FDLE Launches New Handwriting and Questioned Documents Web Site

By Michael Morrison  
Public Information Officer  
Florida Department of  
Law Enforcement

Each of us learns to write in basically the same way. We are taught to imitate the handwriting in a copybook. All of the capital letters should be the same height and all of the cursive letters should be connected. As we reach handwriting maturity, we develop deviations from this copybook style, and it is this unique combination of characteristics – or deviations – that identifies us as a writer. Whether a document has been shredded, burned, soaked, erased, typed or written, the Florida Department of Law Enforcement's Questioned Documents Section is at law enforcement's service, through the Florida Criminal Justice Network (CJNet).

The Handwriting and Questioned Documents (QD) CJNet Web site, launched in January, is intended as a resource for law enforcement officers who need assistance in determining the authorship or authenticity of a document. The Web site offers suggestions for detecting and defeating disguised handwriting, a frequently asked questions section and a guided tour through many of the available services.

"Our goal was to provide the criminal justice community a current, easily accessible resource



**This photograph depicts an alteration when viewed with the Video Spectral Comparator (VSC) using different light sources and different wavelengths of light.**

to address the broad range of case scenarios typically encountered by the FDLE Questioned Documents Section," said Beth Greene, Chief of Forensics for the FDLE Pensacola Regional Operations Center.

The QD section provides more than handwriting comparisons. The forensic document examiners use high-tech devices and physical examinations to recover indented writing from original pages and reveal information that has been erased or is invisible to the human eye. Additionally, the scientists are able to compare multiple ink and paper samples using various light, filter and imaging techniques to reveal alterations in a questioned document.

The link located on the CJNet Web site provides law enforcement with examples of how the forensic document examiners are able to identify counterfeit bills and documents, reassemble small amounts of shredded paper and restore faded, charred and water-soaked documents. Apart from their ability to simplify the complexities of the written word, the forensic document examiners are skillful in identifying the make of machines used to prepare a typewritten text or



**The naked eye is unable to see the alteration on this vehicle title, where the word "USED" was changed to "NEW," after the original entry was erased. This highly magnified image exposes the alteration.**

a faxed document, and matching a rubber stamp impression to a specific rubber stamp. The FDLE QD section strives to maintain a 30-day turnaround time and accepts all felony "crimes against persons" cases, and high-dollar or "schemes to defraud" property crimes. QD also accepts evidence that involves crimes against children and the elderly.

QD cases may be submitted to a local FDLE laboratory (who will transfer them to the Pensacola Lab to be examined) or they may be sent directly to the Pensacola Lab by common carrier. Certain information must accompany the exhibits to ensure that proper examinations are conducted and that accurate records are maintained.

Crime Lab Analyst Supervisor Don Pribbenow, Senior Crime Lab Analyst Karen Nobles and Crime Lab Analyst Kesha White maintain the QD Section, located within the FDLE Pensacola Regional Operations Center. For more information about Questioned Documents' services, contact Don Pribbenow at (850) 595-2146.

To contact Mike Morrison, e-mail: [MikeMorrison@fdle.state.fl.us](mailto:MikeMorrison@fdle.state.fl.us) or call: (850) 410-7001.

*Continued from page 1*

## **Leon County's Jared Lee Wins Correctional Officer of the Year**

ago at Liberty Correctional Institution. He was hired by the Leon County Sheriff's Office in 2003 and was most recently assigned to the Case Management Unit where he managed the classification of high-risk and special-needs inmates. Always seeking self-improvement, Officer Lee is finishing his AA degree and plans to earn a Bachelor's degree in Criminology from Florida State University. He recently became a certified law enforcement officer and has joined the Uniform Patrol Division in Leon County as a Deputy.

In making the nomination for this prestigious award, his supervisor said Officer Lee has gained a reputation for his professional demeanor, natural leadership and enthusiasm toward his work assignments. This has earned him respect from inmates, peers and supervisors.

Specifically, he stated that Officer Lee's ability to communicate and pick up on changes in the behavior of inmates is "nothing short of amazing." On various occasions, medical staff have said that Officer Lee's ability to recognize and identify inmates' changes in behavior has prevented them from severely harming themselves.

Officer Lee consistently scores high marks on performance evaluations, and in at least two of those evaluations, supervisors have talked about cloning Officer Lee.

Last year, especially, Officer Lee's performance stood out, as

his evaluations note.

In one disturbance, two inmates had barricaded themselves in a room and threatened staff with shanks. Officer Lee was assisting when the pepper spray they used began affecting some of the responding officers. Officer Lee remained calm, confident and in control throughout the incident, and it ended with no injuries.

In a note that followed the incident, a Lieutenant remarked, "I was impressed with the leadership qualities and courage that Officer Lee displayed in a very volatile situation." His actions and demeanor helped him to stand head and shoulders above the rest.

In another report, a relatively new Case Management Supervisor said Officer Lee projects self-confidence, authority and enthusiasm. She added, "During the short time I've been here, I have heard several supervisors give rave reviews of Officer Lee's work performance."

One of the supervisors noted another situation in which an inmate that Officer Lee had dealt with previously entered the facility. Knowing that this person was violent and combative, Officer Lee utilized his interpersonal skills to talk to the inmate, which avoided a physical altercation.

In another incident that occurred last year, Officer Lee was responding to a man-down activation. He arrived to find that his Sergeant had to use Pepper Foam and was taking an inmate to the floor. Officer Lee didn't hesitate... he jumped right in, restraining the inmate with handcuffs and decontaminating him.

Officer Lee also has been noted for his interest in problem solving and willingness to do more than what was required of him.

After being asked for his assistance in developing questions to better ascertain an inmate's risk under the Prison Rape Elimination Act, Officer Lee researched the Act, learned what other agencies were doing and provided a set of questions that more than met the Lieutenant's expectations.

"I wish I had a whole team of Officer Lee's...my job would be much easier," the Lieutenant said.

Officer Lee also took the initiative to help solve another problem. He researched and recommended a method for inmates who display self-injurious behaviors, to safely shave.

At another critical time last year, Officer Lee's professionalism made a difference in recertification. While the jail was undergoing an accreditation assessment, Officer Lee assisted committee members during the three-day inspection. Afterward, the accreditation team recognized Officer Lee, saying he displayed high standards of professional conduct, projected a positive image of the Sheriff's Office and made an excellent impression on the committee.

It's clear that the Correctional Officer of the Year selection committee's choice in recognizing this year's winner for more than just one dramatic incident was a good idea. Officer Lee undoubtedly deserves this award.

On behalf of the law-enforcement community of Florida, we recognize former Correctional Officer – now Deputy – Jared Lee for winning FSA's 2008 Correctional Officer of the Year.

*Continued on page 9*



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## FSA Annual Jail Conference Largest Ever

January 5-8, the Florida Sheriffs Association hosted one of the largest gatherings of Jail Administrators and Corrections Personnel since FSA's Jail Conference was started more than 20 years ago. A total of 83 registered participants came to Daytona Beach for a full conference agenda.

The 15 presenters came from as far away as Seattle, Washington – attorney Bill Collins, who made the trek, had the most intensive presentation topic: Legal Liability. He covered it in four hours.

Keynote Speaker was Gwen Smith-Engley, Executive Director of the American Jail Association in Hagerstown, Maryland. James Gondles, Executive Director of the American Correctional Association in Washington, DC was also at the conference. It was rather historic to have the heads of the two international corrections organizations in the same location at the same time.

Some of the other topics presented were: Pre-trial Services, Public Safety, Staff Suicide Prevention, Public Records, HIPAA, the Prison Rape Elimination Act and

**Tom Gillan,  
Director,  
Police  
Stress  
Unit  
Training  
Institute**



Legal Issues.

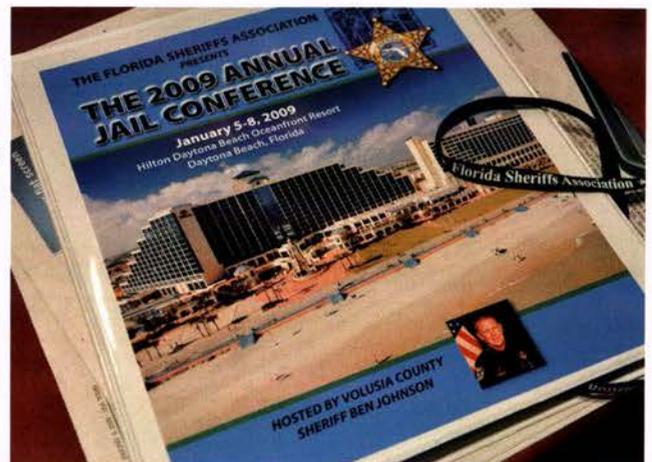
One session many looked forward to was called, "Hot Topics." Participants were given an opportunity to ask questions of a panel of experts, which allowed them to get their most pressing issues resolved.

The Jail Conference Planning Committee assisted FSA's Ned Hafner in the program development. Success of the conference is a direct reflection on their hard work. A big thanks to the following who served on that committee: Major Curtis Flowers, Hillsborough County SO; Lt. Col. Rick Frey, Broward

County SO; Cindy Corrado, Orange County Department of Corrections; Robena DuBose, Seminole County SO; Major David Diggs, Seminole County SO; Lt. Deanne Adams, Orange County Department of Corrections; Lt. Vince Gibney, Pinellas County SO; Wanda McMullen, Miami-Dade Corrections; and Col. David Parrish, Hillsborough County SO.

*For follow up questions on the conference, please contact Ned Hafner via e-mail: [nhafner@flsheriffs.org](mailto:nhafner@flsheriffs.org).*

*Special thanks to Thurgaland Marketing for photography: [www.sheriffphoto.com](http://www.sheriffphoto.com)*





More than 80 jail administrators and corrections personnel attended FSA's Jail Conference in January – making it the largest in the 20-plus year history of the event. Top experts in the field, recruited by the conference planning committee, assured it was time well spent.

*Continued from page 6*

## FSA Names Two Honorable Mentions

With the number of Correctional Officers in Florida, there are numerous men and women worthy of recognition each year.

The Florida Sheriffs wanted to also recognize Deputy Brian Jordan, with the Pasco Sheriff's Office Detention Bureau, and Corrections Sgt. Brian Seeley with the Brevard County Jail.

Pasco Sheriff's Corrections Deputy Jordan was described by his supervisor as a positive influence who "does his job by the book." He deals well with the mentally ill, convincing them to follow orders without use of force. Deputy Jordan also was

observed on camera being struck by an inmate and narrowly avoiding a head butt. He applied only the force necessary to control the inmate and remained calm and professional, using his training to overcome his emotions.

Deputy Jordan was honored with two lifesaving awards last year – one for helping save an inmate who was attempting suicide and another for an incident at his home. A 16-month-old child had toddled through an opened safety gate and fallen into a pool. Deputy Jordan heard his neighbor, the child's father, yelling for help. He gave the child CPR, and the boy survived with no permanent damage.

Brevard County Corrections Sgt. Brian Seeley, who is assigned to the Tent Facility, was recognized

for his life-saving measures related to an inmate who was found not breathing. He began rescue breathing, tried to clear the airway, and had to perform aggressive rescue breathing for 15 minutes until Brevard County Fire Rescue arrived, and continued while they prepared the inmate for transport. The inmate was breathing on his own and was alert after being taken to the hospital. Later, the Sheriff's Office determined that the inmate had taken a drug overdose after returning from working at a mental health/medical construction site.

Congratulations, Deputy Jordan and Sgt. Seeley. The Sheriffs of Florida appreciate all you do on behalf of Corrections in our state.

[ETHICAL. PROFESSIONAL. CARING.]

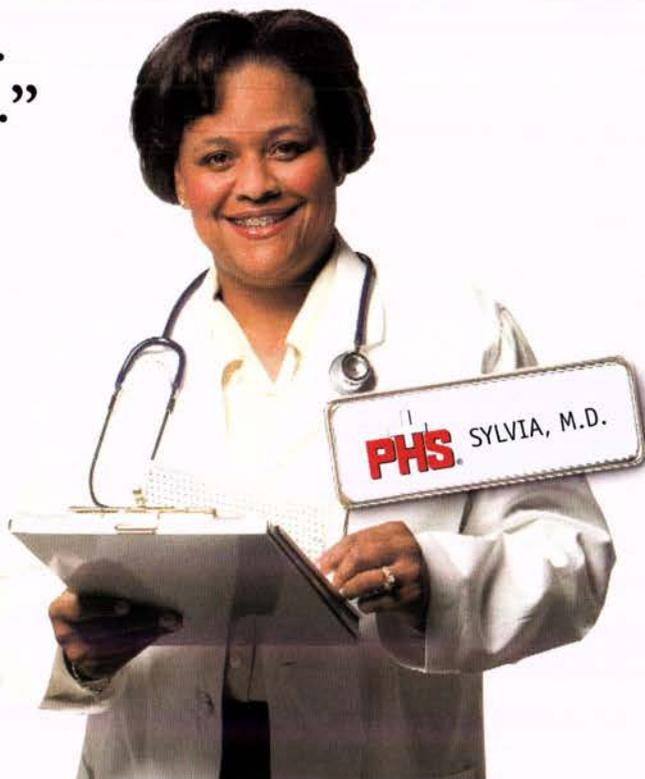
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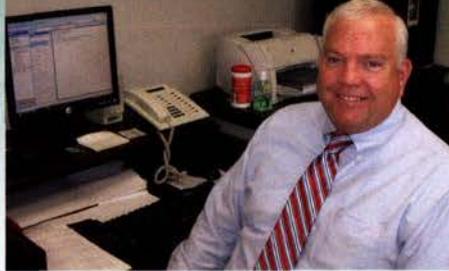
# Criminal Justice Online Training: The Future or a Financial Band-Aid?

David Brand, FDLE

The recent passage of Amendment 1 in Florida, a decreased real-estate market, a depressed global economy, a shaky stock market and increasing costs have created a "perfect storm" for diminishing the financial resources of our criminal-justice agencies.

Under circumstances reminiscent of the passage of Proposition 13 in California in the late 1970s, budgetary and personnel resources in many agencies that were available for training a year ago have been redirected to perform the operational duties of preventing and investigating crimes. This does not, however, diminish the responsibility of law-enforcement agencies to provide training, not only to protect their own officers and lessen the probability of civil lawsuits, but to provide the level of service that our citizens deserve. As Victor Hugo succinctly stated in 1852, "Necessity is the mother of invention." To meet the need of providing high-quality training during this time of reduced budgets, many criminal-justice agencies have begun to consider online training more seriously than ever before.

Is this transition a future direction for law-enforcement training or simply a temporary band-aid during these tough financial times? In order to answer this question, the Florida Criminal Justice Executive Insti-



David Brand, FDLE

tute conducted a survey of our law enforcement agencies to quantify a measure of their needs and perceptions.

## Methodology

In order to measure the current and future needs for online training, a survey instrument was developed that consisted of demographic and inquiry questions that focused on four dimensions: Equipment, Convenience, Perception and Delivery. Areas for general unsolicited comments also were provided for each dimension.

This survey should not be considered scientific or statistically reliable. It was administered online and, as such, had no controls over who completed it or how many times they responded. The survey was distributed to municipal police agencies, Sheriff's Offices, State Attorneys Offices, university and college police agencies and state law-enforcement agencies with the cooperation of the Florida Police Chiefs Association and the Florida Sheriffs Association. A total of 68 agencies responded. Because their respective mailing lists include recipients that may appear multiple times within the same agency, it would be difficult to accurately develop a population universe to base a percentage of

responses against. The survey is, however, a useful tool to measure the responses received and to develop trends and issues for further study.

## Stand by for a culture change

It's not just our profession that is experiencing a change. Across the United States, newspapers and magazines are focusing their resources more and more on their Web sites. Many writers are justifiably alarmed by the shift, but those who are eager to incorporate new technology into the writing process have a bright future. Nor is the change only taking place in Florida. The Massachusetts State Police had announced that the current fiscal crisis is forcing them to close several regional training academies and reduce the amount of training they offer officers and recruits.

I have been in law enforcement for 36 years and have noted that many of our culture shifts have been out of necessity or convenience. The advent of the automobile made us more efficient but, for the most part, took us off of the sidewalks. Air-conditioned police cars made us roll up the windows, literally, and symbolically closed us off from the public. The Miranda vs. Arizona decision changed our interrogation techniques. Now, rapidly changing Internet technology, in concert with reduced funding, is, once again, driving a significant cultural change in our profession.

Generally, executives define culture from the inside out: *our* behavior, *our* values, *our* norms,

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our ways of working. Our current circumstance, however, may necessitate focusing less on the events that are bringing it about and more on a fundamental change. Like most of the changes in our profession, they're going to happen with or without us.

The recruits entering our profession are very computer literate, and our veteran officers are becoming used to mobile data terminals in police vehicles. Some agencies already require their officers to keep abreast of recent case decisions via the Internet while maximizing their visibility in the field. In order to ensure a smooth transition to current training needs, academies of the future must rely heavily on technology and challenge the recruit during the learning process. Additionally, they should try to hire instructors from this new generation, along with seasoned veterans who possess valuable experience, wisdom and knowledge that only comes from time in the profession. These officers will understand the advancing technology and the need for students to be entertained while learning.

The fact is that online learning has developed into a globally recognized learning platform. According to the Distance Education and Training Council, online enrollment is rising at an amazing 33 percent a year. Over three-fourths of students today have taken a Web-based course, and this number is expected to climb to almost 100 percent in just a few years. Some colleges and organizations have approached online learning in a blended format to allow for instructor participa-

tion. This blended learning mixes a traditional classroom setting with online activities, training content and communication. While the absence of instructor-led interaction is an important characteristic of online training, expert instructors can inspire otherwise unmotivated learners, and poor instructors can make even the most valuable training context painful to endure.

St. Petersburg College Dean Brian Frank recently related that between their academic and grant-funded programs, thousands of public safety professionals engaged in online training at their institution. From law enforcement to counterdrug to homeland security, they are able to provide distance learning opportunities that work around an officer's schedule, allowing them to continue to support the mission of their agencies. Now more than ever, with the economic downfall and budget cuts, agencies do not have to sacrifice when it comes to quality training. Dr. William Doerner, a Criminology professor at Florida State University, related in an interview that online training has provided a way for the university to grow and expand their student enrollment without having to build new buildings. Web-based learning, quite literally, has changed the world of formal education.

The Florida Department of Law Enforcement has redirected resources to produce and maintain online courses through the Florida Criminal Justice Executive Institute. These courses can be taken free of charge by any actively employed Florida criminal justice officer to help satisfy the mandatory training that is required by rule.

The following survey results

and findings may be of interest to those engaged in training.

## Demographic Questions

1. Your agency is a:
  - Police Department 62.7%
  - Sheriff's Office 11.9%
  - State Agency 25.4%
2. Your agency has:
  - Fewer than 50 employees 33.8% (both sworn and non-sworn)
  - Between 50 and 100 22.1%
  - Between 100 and 500 25.0%
  - Over 500 19.1%

## Equipment Questions

3. Our agency has sufficient computer resources available for officers to take online training:
  - Yes 97.1%
  - No 2.9%
4. Our agency has a multiple-station computer training facility set up like a classroom that can be used by the officers/employees for online training:
  - Yes 43.3%
  - No 56.7%
5. All patrol officers have mobile data terminals that have Internet access:
  - Yes 64.2%
  - No 35.8%
6. Our agency has some patrol vehicles with mobile data terminals that have Internet access:
  - Yes 64.2%
  - No 35.8%
7. Please add any additional comments regarding equipment/computer resources. These

*Continued on page 14*

# Is Your Agency Being Asked To Do *More With Less?*



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*Continued from page 12*

responses will be summarized at the end of the survey results.

### Convenience Questions

8. Officers can take online courses, when there is a break from service delivery, whenever they are on duty:  
 Strongly Disagree 10.3%  
 Disagree 10.3%  
 No opinion 2.9%  
 Agree 54.4%  
 Strongly Agree 22.1%
9. There is adequate time, during the patrol shifts, for officers to take online training:  
 Strongly Disagree 11.8%  
 Disagree 23.5%  
 No opinion 4.4%  
 Agree 45.6%  
 Strongly Agree 14.7%
10. There is adequate time for investigators to take online training during their normal shift:  
 Strongly Disagree 8.8%  
 Disagree 19.1%  
 No opinion 5.9%  
 Agree 44.1%  
 Strongly Agree 22.1%
11. There is adequate time for civilian members to take online training during their normal shift:  
 Strongly Disagree 5.9%  
 Disagree 11.8%  
 No opinion 5.9%  
 Agree 51.5%  
 Strongly Agree 25.0%
12. Please add any comments regarding the convenience of online courses.  
 These comments will be summarized at the end of the survey results.

### Perception Questions

13. Our younger officers are more likely to adapt to online training than our veteran officers:  
 Strongly Disagree 2.9%  
 Disagree 22.1%  
 No opinion 23.5%  
 Agree 45.6%  
 Strongly Agree 5.9%
14. Face-to-face live time in the classroom with instructors is important to the learning process:  
 Strongly Disagree 2.9%  
 Disagree 10.3%  
 No opinion 8.8%  
 Agree 64.7%  
 Strongly Agree 13.2%
15. Face-to-face live time in the classroom with instructors is critical to the learning process:  
 Strongly Disagree 2.9%  
 Disagree 39.7%  
 No opinion 13.2%  
 Agree 35.3%  
 Strongly Agree 8.8%
16. Our agency would prefer face-to-face live classroom training over online training:  
 Strongly Disagree 3.0%  
 Disagree 24.2%  
 No opinion 48.5%  
 Agree 19.7%  
 Strongly Agree 4.5%
17. Our agency would prefer a blend of face-to-face live classroom training along with online training:  
 Strongly Disagree 2.9%  
 Disagree 7.4%  
 No opinion 14.7%  
 Agree 52.9%  
 Strongly Agree 22.1%
18. Our agency is finding it difficult to pay for the live classroom training classes:

- Strongly Disagree 4.4%  
 Disagree 7.4%  
 No opinion 20.6%  
 Agree 48.5%  
 Strongly Agree 19.1%

19. Please make any additional comments regarding perceptions.  
 These comments will be summarized at the end of the survey results.

### Online Course Delivery Questions

20. The statutorily mandated course for the maintenance of officer certification entitled "Domestic Violence Training for Law Enforcement Officers" could be effectively delivered via online training:  
 Yes 94.0%  
 No 6.0%
21. The statutorily mandated course for the maintenance of officer certification entitled: "Human Diversity" could be effectively delivered via online training:  
 Yes 88.2%  
 No 11.8%
22. The statutorily mandated course for the maintenance of officer certification entitled: "Juvenile Sexual Offender Investigation" could be effectively delivered via online training:  
 Yes 95.5%  
 No 4.5%
23. The statutorily mandated course for the maintenance of officer certification entitled: "Discriminatory Profiling and Professional Traffic Stops"

## TRAINING

could be effectively delivered via online training.

Yes 88.2%

No 11.8%

24. An online course in "Criminal Justice Ethics" is needed:

Yes 87.9%

No 12.1%

25. An online course in "Interviewing Techniques" is needed:

Yes 77.3%

No 22.7%

26. Online courses in criminal law and procedure are needed:

Yes 86.6%

No 13.4%

27. There is a need for two to four hour online courses:

Yes 83.6%

No 16.4%

28. There is a need for 40-hour online courses:

Yes 44.1%

No 55.9%

29. Is your agency currently developing its own online courses?

Yes 39.7%

No 60.3%

30. Please add any additional comments on online course delivery.

These comments will be summarized at the end of the survey results.

The comment boxes provided additional insight into the contemporary circumstances and views of our Florida agencies. While agencies have different types of computer equipment, there appears to be a trend toward Internet access in all law-enforcement vehicles. Respondents agreed that online learning is convenient, however, it cannot totally replace the interaction and benefits that are achieved in live classroom training. Also, there is an officer safety issue involved where the officer needs to be in a protected area to fully concentrate on the coursework. The perception responses reflect the reality of reduced officers in the field translating into fewer training hours being available. The delivery responses focused on the suggestion that courses more than four hours would be difficult to complete.

### Conclusion

The data that has been captured in this measure, collectively with the current trends and issues published in professional journals, suggest that the technology is now available for criminal justice agencies to actively pursue online training. This method is not appropriate nor feasible for all high-liability training, however, if approached incrementally it can efficiently and effectively blend with classroom training to meet current and anticipated future needs.

To get an idea what's available, access FDLE's available training online at [www.fdle.state.fl.us/fcjei](http://www.fdle.state.fl.us/fcjei) (click on "mandatory retraining").

*David Brand served 28 years with the Tallahassee Police Department retiring as the Internal Affairs Commander. He is currently the Education and Training Administrator for the Florida Department of Law Enforcement. He has a Bachelor's degree in Criminology and a Master of Public Administration degree from Florida State University. You can reach him by e-mail: [DavidBrand@fdle.state.fl.us](mailto:DavidBrand@fdle.state.fl.us) or phone: (850) 410-8629.*



**Lt. Steve Harrelson**  
Leon County Sheriff's Office



**Deputy Kendall Anderson**  
Jacksonville Sheriff's Office



**Chief Frank Fabrizio**  
Uniform Patrol Division East  
Orange County Sheriff's Office



**Major Mike Pruitt**  
Polk County Sheriff's Office

The Florida Sheriffs Association invited a number of Sheriffs' Office personnel to present at the Mid-Winter conference, Feb. 15-18. We appreciate the speakers pictured here and the others who gave their time to update the 67 Sheriffs and their staff members, as well as state and federal law enforcement representatives, about their issues.

# Local Law Enforcement Purchases at Federal Discounts?

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

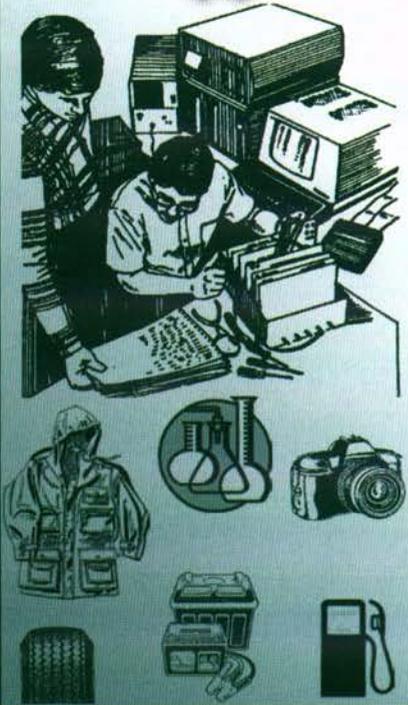
### How much can you save?

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.flsheriffs.org](http://www.flsheriffs.org) (click on the "Federal 1122 Program" link).

Or, contact Glenda Travis:  
Phone 850-877-2165 or  
e-mail [gtravis@flsheriffs.org](mailto:gtravis@flsheriffs.org).



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