

**2011 FLORIDA SHERIFFS ASSOCIATION'S
EXECUTIVE LEADERSHIP CONFERENCE**
for
Law Enforcement, Corrections & Administrative Personnel

TENTATIVE PROGRAM

MONDAY, MAY 9, 2011

11:00 a.m. – 4:00 p.m.

Registration & Trade Show Setup for Exhibits

Location: PGA Ballroom

5:00 p.m. – 6:30 p.m.

Guest Registration

Location: PGA Ballroom Foyer

5:00 p.m. – 6:30 p.m.

“Welcome Reception”

Location: PGA Ballroom

TUESDAY, MAY 10, 2011

8:30 a.m. – 10:30 a.m.

(All Tracks)

General Session/ Leading on the Tough Days

Speaker(s): Col. Danny McKnight, retired U.S. Army

- Colonel McKnight, through his presentation, provides a better understanding of the unparalleled commitment and leadership required to be successful when executing operations in the most difficult and severe situations. Many key values will be highlighted and referenced throughout this presentation. His real world experiences associated with his involvement in Mogadishu, Somalia will be shared to relate the commitment and leadership necessary to achieve mission success.

11:00 a.m. – 12:00 noon

(All Tracks)

Continuation of . . .

Leading on the Tough Days

Speaker(s): Col. Danny McKnight, retired U.S. Army

1:15 p.m. – 3:00 p.m.

(All Tracks)

Continuation of . . .

Leading on the Tough Days

Speaker(s): Col. Danny McKnight, retired U.S. Army

3:30 p.m. – 5:00 p.m.

(All Tracks)

Legislative Update

Speaker(s): Frank Messersmith, FSA Governmental Relations

- With the 2011 Legislative Session ending May 6, 2011, this update will provide very timely information regarding legislation passed that will impact Sheriffs Offices.

5:00 p.m. - 5:30 p.m.

(All Tracks)

Florida Deputy Sheriffs Association

Speaker(s): A.J. Smith, Membership Director

WEDNESDAY, MAY 11, 2011

8:30 a.m. – 9:30 a.m.

(Finance & HR)

ADA/FMLA Update

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

- This session will provide an update of emerging issues involving the Americans with Disabilities Act and the Family Medical Leave Act, as a result of legislative changes and/or court rulings.

8:30 a.m. – 10:00 a.m.

(Command Staff)

Investigating Doctors, Pharmacists, and Pill Mills: Showing You Where it Hurts

Speaker(s): Anne Wedge-McMillan, Asst.

Statewide Prosecutor, FL Attorney
General's Office

- This segment will discuss the development of probable cause to issue search warrants on medical offices, special procedures that must be documented in the execution of the warrants and the basic road to prosecution. Statistical information and a discussion of criminal statutes and regulations will also be covered.

8:30 a.m. – 10:00 a.m.

(Corrections)

**Implications of Dealing with Post
Traumatic Stress Disorder (PTSD)
and Other Issues Involving Returning
Veterans: Corrections Staff Helping to
Make a Difference**

Speaker(s): Fanita Jackson-Norman,
Program Manager, and Dr. Mary Beth
Shea, Facility Recovery Coordinator &
Evidence Psychotherapy Coordinator,
Veterans Affairs Medical Center, Orlando,
FL

- This workshop will teach participants about the challenges faced by veterans who are in the process of recovery and "readjustment" from living with PTSD and TBI (Traumatic Brain Injury) as they transition from combat zones into a civilian lifestyle.

9:30 a.m. – 10:30 a.m.

(Finance & HR)

Public Records Issues for Sheriffs

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

- Public records continues to be one of the leading subjects of FSA hotline calls, which is likely the result of the broad range of public records issues dealt with on a daily basis in all areas of the Sheriffs' operations. This session will address public records issues unique to a law enforcement agency and the questions the hotline typically receives.

10:30 a.m. – 12:00 noon

(Command Staff)

**Gambling Laws in Florida-Internet
Cafes, Sweepstakes and Slot Machines**

Speaker(s): Joe Cocchiarella, ASA, SAO,
Felony Bureau Chief, MBI General
Counsel

- A broad sweep of Florida's gambling laws will be covered in this presentation. There will be a focus on Internet Cafes and Adult

Arcades and the attempt to get around such
laws.

10:30 a.m. – 12:00 noon

(Corrections)

**Peer Today – Boss Tomorrow:
Navigating Your Changing Role**

Speaker(s): Walter Ridley, President/
CEO Ridley Group & Associates, Ft.
Washington, MD

- This workshop is designed to help participants make a successful transition from coworker to manager or supervisor by providing strategies that will help them to navigate changing relationships and prepare for the most difficult situations likely to be encountered.

11:00 a.m. – 12:00 noon

(Finance)

**Understanding the Sheriff's Fiduciary
Role in Deferred Compensation Plans**

Speaker(s): William Thomas, Hunt
Insurance Group

- In today's litigious society, employers offering deferred compensation plans must be aware of their responsibilities to employees in administering a plan that will provide optimal investment options with a reasonable fee structure. This session will provide an overview of what you need to know in order to ensure that your employer understands these responsibilities and provides the proper safeguards to avoid potential lawsuits.

11:00 a.m. – 12:00 noon

(HR)

**Leadership Development & Mentoring -
the NASA Way**

Speaker(s): Tim Ferris, NASA Human
Resources Recognition & Development

- Hear about the NASA F.I.R.S.T. program, an innovative approach to mentoring and preparing future leaders within your organization.

12:00 noon – 1:30 p.m.

(All Tracks)

Lunch

1:30 p.m. – 3:00 p.m.

(Finance)

Operating With Less While Ensuring Public Accountability

Speaker(s): George Sellery, Senior Manager, Finance, Seminole Co. Sheriff's Office & Susan Dann, Director of Fiscal Affairs, Pinellas Co. Sheriff's Office

- Can you possibly cut one more dime from the Sheriff's budget? Hear some helpful hints for budget cost cutting strategies and ideas for developing a Finance/Budget webpage that will provide greater transparency and a better understanding of the service demands for today's law enforcement agencies.

1:30 p.m. – 3:00 p.m.

(HR)

Managing Conflict During Stressful Times in an Era of Uncertainty

Speaker(s): Cathy Street, Staff Development Director, Florida Sheriff's Youth Ranches

- Unprecedented times of economic and employment uncertainty often bring about an increase in employee stress and conflict. This segment will provide helpful suggestions on how to deal with employee stress and conflicts within the workplace that are likely a result of tough economic times.

1:30 p.m. – 3:00 p.m.

(Command Staff)

Line of Duty Death-The Murders of Four Lakewood, WA Police Officers

Speaker(s): Assistant Chief Mike Zaro, City of Lakewood, WA Police Dept. & Captain Brent Bomkamp, Pierce Co., WA Sheriff's Office

- This segment will focus on the investigation, manhunt and lessons learned after four Lakewood, WA police officers were killed in the line of duty. Internal Affairs and a Tactical After Action report will also be discussed followed by a Q & A period.

1:30 p.m. – 3:00 p.m.

(Corrections)

Hot Topics and Legal Issues for Corrections

Speaker(s): Tammy Gappen, Orange County Assistant Attorney, Director Tim Ryan, Miami-Dade Corrections & Margaret A. "Peggy" McGarrity, Associate General

Counsel & Personnel & Finance Director, Osceola County Sheriff's Office

- This segment provides the attendees the opportunity to raise administrative and/or operational issues of mutual concern in an open forum. Discussions will include any new or pressing legal issues that are relevant to Corrections/Jails.

3:30 p.m. – 5:15 p.m.

(Finance)

Combat Fraud in Your Agency

Speaker(s): Margaret A. "Peggy" McGarrity, Associate General Counsel & Personnel & Finance Director, Osceola County Sheriff's Office, Daniel J. O'Keefe, MBA, CPA, Partner - Moore, Stephens, Lovelace, P.A.

- In a time where incidents of fraud are on the rise, discover ways to strengthen internal controls to help prevent possible fraudulent activity within the Agency.

3:30 p.m. – 5:15 p.m.

(HR)

Conducting a Proper Staffing Analysis

Speaker(s): Brian Schnering, Human Resources Director, Manatee County Sheriff's Office

- In these critical times of budgetary restrictions, learn how to conduct staffing analyses to identify how to justify positions for both law enforcement and corrections positions.

3:30 p.m. – 5:15 p.m.

(Command Staff)

Continuation of . . .

Line of Duty Death- The Murders of Four Lakewood, WA Police Officers

3:30 p.m. – 5:15 p.m.

(Corrections)

National Legislation Updates for Corrections

Speaker(s): Gwyn Smith-Ingle, Executive Director/ American Jail Association

- This session will examine upcoming bills in the 112th Congress including: The Safe Prisons Communications Act; The Deaths in Custody Reporting Act; The Criminal Justice Reinvestment Act; and The Public Safety Employer-Employee Cooperation Act. It will also explore previous legislation that is unlikely to reemerge, such as The National Criminal Justice Commission Act.

THURSDAY, MAY 12, 2011

8:30 a.m. – 10:00 a.m.

(Finance)

An Overview of the Federal Asset Forfeitures Program

Speaker(s): Molly Brugge, U.S. Dept. of Justice, Asset Forfeiture & Money Laundering Section

- This session will include an overview of the Federal Asset Forfeitures Program from the people who actually administer the program at the Federal level, which will include reporting requirements, allowable uses of Federal Forfeiture Funds and contact information.

8:30 a.m. – 10:00 a.m.

(HR)

Fitness Standards for Law Enforcement

Speaker(s): Billy Duckett, Training Director, Manatee Co. Sheriff's Office

- What is the COOPER model of fitness training for law enforcement? What are the liability issues of fitness training? This speaker will explain the evolution of fitness training and nationwide standards and trends.

8:30 a.m. – 10:00 a.m.

(Command Staff)

Social Networking/Internal Affairs Investigations

Speaker(s): Randy Rider, Law Enforcement Consultant, Randy Rider & Associates

- In a discussion of social networking and how it has become the norm for many civilians and law enforcement, actual cases of misconduct and the investigations of those cases will be discussed. Policy suggestions and guidelines will be delivered and discussed.

8:30 a.m. – 10:00 a.m.

(Corrections)

Advantages of Crisis Intervention Training in Jails & Prisons/Managing the Multi Generational Workforce - Leveraging Differences to Achieve Great Results

Speaker(s): Dr. Dean Aufderheide, Director of Mental Health Services, FL Dept. of Corrections, Director Tim Ryan, Miami-Dade Corrections, Chief Deputy Michael Gauger, Palm Beach County Sheriff's Office, Mr. Jeff Lefton, Ph.D., LMHC, CAP,

Chief Operating Officer, South County Mental Health Center

- These segments will educate participants on how Crisis Intervention Teams are effective in enhancing correctional staffs' knowledge and skills, aiding administrators in improved management and care for a special population, those with a mental illness. Also, participants will learn how to enhance their leadership skills and abilities using generational characteristics to achieve optimal performance.

10:30 a.m. – 12:00 p.m.

(Finance)

Finance Officers Roundtable Discussion

Moderators(s): TBA

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

10:30 a.m. – 12:00 noon

(HR)

Human Resources Roundtable Discussion

Moderators(s): TBA

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

10:30 a.m. – 12:00 noon

(Command Staff)

Continuation of . . .

Social Networking/Internal Affairs Investigations

10:30 a.m. – 12:00 noon

(Corrections)

Professional Development Block/Dual Certifications

Speaker(s): Gwyn Smith-Ingley, Executive Director, American Jail Association

- This session will explore the many options available to jail professionals around the country in the areas of professional development, succession planning, leadership training, and certification, through in-person, online and written instruction.

Florida Sheriffs Association's Executive Advisory Committee

Finance Committee Members:

Laura Bounds, Volusia County Sheriff's Office
Susan Dann, Pinellas County Sheriff's Office
Jane Demeulenaere, Osceola County Sheriff's Office
Andy DiLoreto, Orange County Sheriff's Office
Elise Gann, Clay County Sheriff's Office
Harry Hall, Indian River County Sheriff's Office
Alan Herring, Pasco County Sheriff's Office
Patricia Justice, Alachua County Sheriff's Office
Peggy McGarrity, Osceola County Sheriff's Office
George Sellery, Seminole County Sheriff's Office
Andrea Urda, St. Johns County Sheriff's Office

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Steve Harriett, Seminole County Sheriff's Office
Jack Jordan, Sumter County Sheriff's Office
Bill Lee, Volusia County Sheriff's Office
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Brian Schnering, Manatee County Sheriff's Office
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Becki Talley, Osceola County Sheriff's Office
Lori Van Ness, Polk County Sheriff's Office
Bonnie White, Citrus County Sheriff's Office

Correction Committee Members:

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Cindy Boyles, Orange County Corrections
Cindy Corrado, Orange County Corrections
Karl Davis, Hillsborough County Sheriff's Office
Safani Denavad, Miami-Dade Corrections
Curtis Flowers, Hillsborough County Sheriff's Office
Vince Gibney, Pinellas County Sheriff's Office
Darrell Hibbs, Brevard County Sheriff's Office
Trevor Morganti, St. Lucie County Sheriff's Office
Michael Tidwell, Orange County Corrections
Pat Tighe, St. Lucie County Sheriff's Office
Jason Wheeler, St. Lucie County Sheriff's Office