

QUARTERLY UPDATE

**CRIMINAL JUSTICE
PROFESSIONALISM**



TARGETED VIOLENCE PREVENTION/ BEHAVIORAL THREAT ASSESSMENT PROGRAM

The Florida Department of Law Enforcement's Statewide Targeted Violence Prevention/Behavioral Threat Assessment Management (TVP/BTAM) Program commenced in December of 2020. TVP/BTAM squads were implemented in each of the seven FDLE regional operation centers and directed to work with their local law enforcement and non-law enforcement partners to identify and locate those individuals that appear to be on a path to committing an act of targeted violence against another person or the public at large. An important component of the novel program was to provide specialized training that offered a strong foundation in behavioral based threat assessment and management. Between 2021–2022, FDLE hosted five 40-hour TVP/BTAM practitioner courses at the FDLE Tampa Bay Regional Operations Center with a total of 259 law enforcement and mental health professionals from around the state in attendance.

By the end of 2023, the second generation of FDLE's training for TVP/BTAM practitioners was launched. The course is offered and conducted in each of FDLE's seven regions. FDLE hosted trainings in the Orlando, Miami and Jacksonville regions thus far and will be hosting additional trainings in the four remaining regions. The 40-hour course provides a holistic approach to conducting threat assessments and implementing behavioral management plans while utilizing a multi-disciplinary team of law enforcement, mental health and social work professionals.

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CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

Sheriff Tommy Ford
Bay County Sheriff's Office, Chair

George D. Lofton
Office of Attorney General (Proxy), Vice Chair

Major Skott Jensen
Lake County Sheriff's Office

Sheriff Michael Adkinson, Jr.
Walton County Sheriff's Office

Chief Robert Bage
Fort Walton Beach Police Department

Chief Melanie Bevan
Bradenton Police Department

Sergeant Jacqueline Harrison
Miami-Dade Police Department

Sheriff Robert "Wayne" Ivey
Brevard County Sheriff's Office

Director Charles McIntosh
College of Central Florida

Officer Richard Murphy
Tallahassee Police Department

Range Master Christopher Nebbeling
West Palm Beach Police Department

Chief Jeffrey Pearson
Satellite Beach Police Department

Master Trooper William Smith
Florida Highway Patrol

Regional Director Brian D. Riedl
Department of Corrections (Proxy)

Sergeant James Reaves
Jacksonville Sheriff's Office

Sergeant Edgar Rosa
Orange County Corrections Department

James Sewell, Ph.D.
Florida State Resident

Colonel Gary L. Howze
Florida Highway Patrol

Warden Amelia Hill
Madison Correctional Institution

Statewide Prosecutor Nick Cox
Office of the Attorney General
Commission Attorney

QUARTERLY UPDATE

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UPCOMING COMMISSION MEETING

May 13 – 16, 2024
Embassy Suites, Kissimmee, Florida



Florida Leadership Academy Class 55 Graduation

The Florida Criminal Justice Executive Institute (FCJEI) is proud to announce the graduation of the Florida Leadership Academy (FLA) Class 55 on December 15, 2023. The academy was hosted by the Coconut Creek Police Department and participants met for four week-long sessions from September to December. Each of the 44 class participants serve in leadership roles representing 31 criminal justice agencies throughout the state.

The FCJEI is preparing to launch FLA Class 56, which will take place at the St. Johns County Sheriff's Office Training Center from January to April of 2024.

FLA's goal is to prepare first-line criminal justice supervisors to be effective leaders while also exemplifying the character and integrity of criminal justice professionals. FLA participants also learn the skills necessary to support the needs of their agencies and communities.

For more information about upcoming programs, please contact the FCJEI at (850) 410-7373.



56th Class of the Chief Executive Seminar

The Florida Criminal Justice Executive Institute announces the graduation of 18 chief executives from the Chief Executive Seminar on December 7, 2023, at FDLE Headquarters. The graduates, who represent criminal justice agencies from around the state, serve in chief executive leadership roles within their agencies.

Participants met for one week a month for three months, taking classes on topics such as future trends, social media, stress management, succession planning and communicating in a crisis to name a few.

The goal of the Chief Executive Seminar is to prepare Florida's criminal justice leadership for the challenging demands of the future. Class participants study trends and events that may affect criminal justice professionals and Florida while developing new leadership skills to address the changes that lie ahead.

The Florida Criminal Justice Executive Institute, established within the Florida Department of Law Enforcement and affiliated with the state university system, was established in 1990 by the Florida Legislature in recognition of the need for an innovative and multifaceted approach to the education and training of criminal justice professionals.



2024 TRAINING CENTER DIRECTOR'S WORKSHOP

The 25th Training Center Director's Workshop will be held at the FDLE headquarters on April 2 through 5, 2024. The workshop provides a valuable opportunity for new directors to network and to learn some best practices. Attendees may use the 28 hours of training toward their instructor retraining requirements.

The workshop was started to provide new training center directors and their staff with training on the rules and requirements related to training center certification, staffing and facilities along with information about officer training, instructor certification, and requirements related to the Criminal Justice Standards and Training Trust Fund. Over the years, the workshop has evolved based on feedback from the participants to provide the most current and relevant information possible.

The workshop is open to training center directors, coordinators and fiscal agents. Registration will open on February 18, 2024. Those interested in attending should contact Lori Morea at LoriMorea@fdle.state.fl.us to register. The class is limited to 25 participants, and preference is given to training center directors who have not previously attended the workshop.

TCDA Happenings:

Introduction of New Directors — Chair Romine introduced two new training center directors: Barry Shaw, Director of the Florida Fish and Wildlife Conservation Commission Law Enforcement Training Center, and Erik Egan, Director of the Volusia Sheriff's Office Training Academy.



Picture of Chairman's Choice Plaque awarded to North Florida College Public Safety Academy Director Rick Davis.

2023 Chairman's Choice Award — During the August Commission meeting on August 10, 2023, Chair Romine congratulated TCDA Vice-Chair and Director of North Florida College Public Safety Academy Director Rick Davis as the recipient of the 2023 Chairman's Choice Award for his willingness to go above and beyond his normal duties.



2024 Training Center Directors Workshop Continues

Phil Royal Scholarship Recipients

At the November Florida Criminal Justice Training Center Directors Association (FCJTCD) business meeting, Scholarship Committee Chair Rick Davis announced that there were two Phil Royal Scholarship award recipients, Anthony Lorenz of Suncoast Technical College and Andrew Kerr of the Criminal Justice Academy of Osceola. Each recipient received a \$500 scholarship from the TCDA. It is the intent of the FCJTCD to award annual scholarships to eligible criminal justice officer recruits or cadets in the state of Florida. In order to be eligible to receive a financial scholarship from the association, an applicant must meet certain criteria and complete an application to be submitted to the association. The number of scholarships awarded shall be based on the availability of funds.



Andrew Kerr, left; and Criminal Justice Academy of Osceola Director, Guy Samuelson

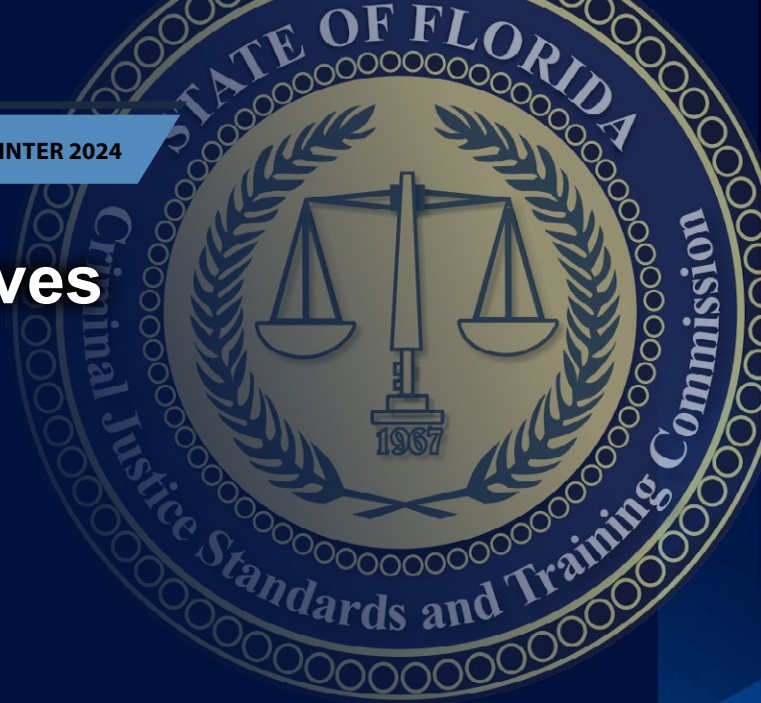


Suncoast Technical College Director Sandy Hotwagner, left; Anthony Lorenz, middle; and Mandy Lorenz supervisor in 911 Communications at North Port Police Department.





Training Center Receives Perfect Audit



Section 943.25(4), F.S., requires that the Commission establish, implement, supervise and evaluate the expenditures of the Criminal Justice Standards and Training Trust Fund for Commission-approved advanced and specialized training program courses. Rule 11B-18.010, F.A.C., requires that the Commission audit any training facility or program and fiscal agent's accounting records and procedures for compliance with laws, rules, budget provisions and contractual agreements.

Bureau Chief Glen Hopkins presented a perfect audit certificate to the Indian River State College Criminal Justice Institute Director Lisa DeLeon.



Left to right, David Lefont, Advanced/ Specialized Training Coordinator; Jaime Raya, Selection Center Assistant; Colleen Korpon, Criminal Justice Institute Administrative Assistant; Director Lisa DeLeon of Indian River State College Criminal Justice Institute; Pierre Pacheco, High Liability Coordinator; and Anthony Thompson, High Liability Coordinator.



TARGETED VIOLENCE PREVENTION/ BEHAVIORAL THREAT ASSESSMENT PROGRAM

Continued

The regional training model also promotes communication and collaboration between FDLE, local law enforcement partners and other non-law enforcement stakeholders in each of the regions, which is needed to succeed in our mission of preventing targeted violence. Thus far, a total of 106 law enforcement and mental health professionals have attended the training.

The new training model offers a workshop learning environment that includes comprehensive instruction about investigating threats, conducting behavioral threat assessments, utilizing effective interpersonal communication techniques, mitigating threats, developing an intervention strategy and formulating a successful behavioral management plan for those individuals on the path to committing a violent act. The attendees will participate in daily tabletop exercises and group discussions involving the analysis of several real threat cases that have occurred in Florida. Each attendee will participate in a major role play on the last day of instruction that will involve interviewing a person of concern.

At the conclusion of the course, each law enforcement professional will have demonstrated competency in the following:

- Conducting an assessment inquiry
- Conducting a thorough investigation of the facts
- Conducting a complete threat assessment in a team setting
- Formulating an investigative strategy and behavioral management plan
- Utilizing the multidisciplinary team of government and non-government organizations to develop and execute a successful management plan
- Building rapport and implementing interview techniques to cultivate trust and avoid triggering a person of concern.

For more information about this statewide program and training please contact Assistant Special Agent in Charge (ASAC) Patrick Crough at PatrickCrough@fdle.state.fl.us.



Firearms Instructor Update



On July 1, 2023, a new Criminal Justice Firearms course went into effect. Because of the significant changes to this program, the Criminal Justice Standards and Training Commission approved the Firearms Instructor Update Course, #1201, and mandated all current firearms instructors complete this course to maintain their firearms instructor certification. The deadline to complete the update course is June 30, 2024. The Firearms Instructor Course, #801, was also updated effective July 1, 2023 to include the program changes. This requirement applies to all CJSTC-certified firearms instructors, including agency-affiliated instructors, who wish to maintain active CJSTC certification.

As of December 11, 2023, 3,249 of the 6,265 firearms instructors have completed the Firearms Instructor Update Course. Failure to complete the Firearms Instructor Update Course by June 30, 2024 will result in a lapse of firearms instructor certification. Lapsed firearms instructors must meet all the following requirements to reactivate their certification:

- If the lapse is four years or less, the instructor must:
 - Complete the Firearms Instructor Update Course.
 - Demonstrate the firearms proficiency skills following Rule 11B-35.0024, F.A.C.
 - Complete continuing education or training approved by the training center director, agency administrator, or designee.
 - Complete a high-liability internship documented on the Instructor Competency Checklist, Form CJSTC-81, that is supervised by an instructor who is certified in the updated first aid or firearms course.

If the lapse is more than four years, the instructor must comply with Rule 11B-20.0014(1), F.A.C., which requires the instructor to repeat the entire instructor training process.

If you have any questions, please contact the Officer Records Section at (850) 410-8600.



Sexual Assault Training

In the 2021 legislative session, the Florida Legislature passed House Bill 1189, which created Florida Statute 943.1724. This statute directed the Criminal Justice Standards and Training Commission to work in consultation with the Florida Council Against Sexual Violence to establish culturally responsive, trauma-informed training on interviewing sexual offense victims and investigating incidents of sexual offenses. Each law enforcement officer must complete the one-time training as part of the basic recruit training program or post-basic training by July 1, 2024. This training is not required for corrections or correctional probation officers.

On May 12, 2022, the Criminal Justice Standards and Training Commission approved an online specialized course that meets the requirements of s. 943.1724. The 2-hour online course #1418, Victims of Sexual Offenses, is available at <http://www.fdle.state.fl.us/FCJEI/Online-Mandatory-Retraining.aspx>. The course content has been incorporated into the 2022.07 version of the Florida Basic Recruit Training Program for Law Enforcement in courses “Interviewing and Report Writing” and “Crimes Against Persons,” effective July 1, 2022.

The Automated Training Management System (ATMS) has been updated to add a field to record the date an officer completes the required training. The field can be found under Officer Records in the ATMS menu on the left side of the dashboard. Once an officer completes the training, agency personnel should access the officer’s record in the ATMS, enter the date the training was completed in the Sexual Assault Investigation field, and click on “Save.” A report was added to the Agency-Based Reports enabling agencies to determine which officers have not completed the training. Officers who completed the Florida Basic Recruit Training Program for law enforcement beginning on or after July 1, 2022, have met the requirement and ATMS has been automatically updated with the training completion date.

As of December 11, 2023, 36,248 (67.52%) out of the 53,688 law enforcement officers required have completed the training. Any officer who fails to complete the required training by July 1, 2024, will become “inactive” and be ineligible to perform the duties of an officer until the required training is completed.



Accreditation Commissions Review Agencies



Alachua County Sheriff's Office-Department of the Jail receives their fourth Excelsior reaccreditation.



Chief Richard Swann, Jr. places the Indian Shores Police Department patch on the board after receiving their initial accreditation.



Sheriff Robert Johnson is recognized for his service as an FCAC Commissioner at the conclusion of his two terms as a member.

The Commission for Florida Law Enforcement Accreditation, Inc. (CFA), and the Florida Corrections Accreditation Commission, Inc. (FCAC), held their meetings October 3-4, 2023. Four agencies received their initial accreditation from the CFA and 15 were reaccredited by the Commissions with Excelsior status. Excelsior status is awarded after five successful reaccreditations without conditions.

CFA Initial Accreditation:

- Indian Shores Police Department
- Sunny Isles Beach Police Department
- Zephyrhills Police Department
- Lake Wales Police Department

CFA Excelsior Agencies:

- Manatee County Sheriff's Office (5th Excelsior)
- Sarasota County Sheriff's Office (5th Excelsior)
- Seminole County Sheriff's Office (5th Excelsior)
- Clay County Sheriff's Office (4th Excelsior)
- Jacksonville Sheriff's Office (4th Excelsior)
- Osceola County Sheriff's Office (4th Excelsior)
- Florida State University Police Department (3rd Excelsior)
- Sebastian Police Department (3rd Excelsior)
- Winter Haven Police Department (3rd Excelsior)
- Lake Mary Police Department (2nd Excelsior)
- Stuart Police Department (2nd Excelsior)
- Vero Beach Police Department (2nd Excelsior)
- Fernandina Beach Police Department (1st Excelsior)
- Ponce Inlet Police Department (1st Excelsior)
- University of North Florida Police Department (1st Excelsior)

CFA Reaccreditation:

- Broward County, Office of Inspector General
- Department of Health, Office of Inspector General
- Sweetwater Police Department
- Tampa International Airport Police Department
- Apopka Police Department
- Longwood Police Department
- Bartow Police Department
- City of Jacksonville, Office of Inspector General
- Florida Polytechnic University Police Department

FCAC Excelsior Agency:

- Alachua County Sheriff's Office-Department of the Jail (4th Excelsior)

FCAC Reaccreditation:

- Alachua County Pretrial and Probation Services

The next Commission meetings are scheduled for February 19-23, 2024, at the World Golf Village Renaissance St. Augustine Resort, St. Augustine, FL.



PROFESSIONALISM

DIVISION UPDATES



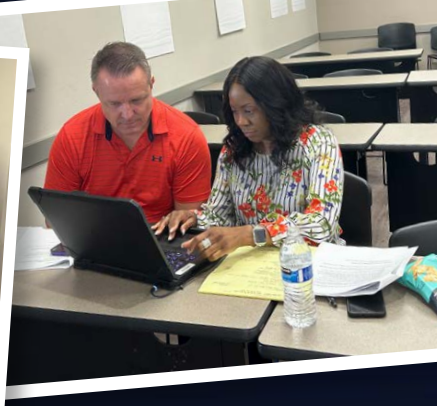
Shania Maharaj

Shania Maharaj joined the Bureau of Standards as a Government Operations Consultant III in the Professional Compliance section in November 2023. In her new role, she will process cases of misconduct forwarded to the Criminal Justice Standards and Training Commission related to law enforcement, correctional, correctional probation officers and criminal justice instructors as required by Chapter 943, Florida Statutes. Shania joined the agency in 2022 as an executive assistant in the Criminal Justice Professionalism Division.



Jessica Voeks

Jessica Voeks joined the Bureau of Standards as a Government Operations Consultant III in the Professional Compliance section in November 2023. In her new role, she will process cases of misconduct forwarded to the Criminal Justice Standards and Training Commission related to law enforcement, correctional, correctional probation officers and criminal justice instructors as required by Chapter 943, Florida Statutes. Jessica started at FDLE in 2021 as a crime intelligence analyst at the Florida Fusion Center's Intelligence Watch and Warning Desk. Previously, she worked in social services and crisis counseling as a 2-1-1 specialist. Jessica holds a bachelor's degree in psychology and a master's degree in criminology from Florida State University.



Commission Retires Canine Team Training Instructor Update Course

On November 2, 2023, the Criminal Justice Standards and Training Commission (CJSTC) approved the retirement of the Specialized Instructor Course, #2006, Canine Team Training Instructor Update Course.

Commission staff initially developed the 24-hour Canine Team Training Instructor Update Course to provide current certified canine instructors with new or revised information related to performance standards contained in both the Canine Team Training Course and the Canine Team Training Instructor Course. Since a recent ATMS report confirmed that no school has used the course since it was developed nine years ago and canine team training instructors are not required to take it, the CJSTC agreed that the course was no longer necessary to maintain.

If you have questions regarding the retirement of this course, please contact Training and Research Manager Rob Bates with the Bureau of Training at RobertBates@fdle.state.fl.us or at (850) 410-8672.

Curriculum Development Workshops Underway

Members within the Bureau of Training are holding workshops around the state in an effort to revise current curriculum and develop new training for the CJSTC.

The Basic Curriculum section recently conducted the Effective Communication and Decision-Making Workshop to identify the soft skills correctional officers need to be successful in the field. They will produce a report for the CJSTC to review at its February 2024 meeting. The team will use this report along with the revalidation of the job task analysis to guide the revision of the Florida Correctional Basic Recruit Training Program curriculum. The team will conduct development workshops through the spring of 2024 to write content for the textbook and instructor guides, and the program is scheduled to go live July 1, 2025.

The Post-Basic Curriculum section is currently working with subject matter experts (SMEs) to update the 40-hour advanced courses on Middle Management, Advanced Investigative Techniques of Human Trafficking Crimes, Violent Crime Investigator Training and Injury and Death Investigations. These members are also working hard to develop new advanced and specialized training for how to respond to animal crimes, and new specialized and instructor courses for how to operate and teach long gun.

We are always looking for SMEs to participate in course development. Those who are interested can use the online application: [Subject Matter Expert Application](#)

For questions or feedback related to CJSTC courses, contact us at: Curriculum@fdle.state.fl.us.





Criminal Justice Standards and Training **COMMISSION RESOLUTIONS**

During the Criminal Justice Standards and Training Commission meeting held on November 2, 2023, Commission staff presented two resolutions to the Commission.

Chief Michael Allen of the Polk County Sheriff's Office was appointed to serve the Commission beginning July 8, 2015, until August 10, 2023. During his time on the Commission, Chief Allen also served on the Officer Discipline Penalty Guidelines Task Force in 2019, 2021 and 2023. Through his professional insight, personal dedication and commitment, Vice-Chair Allen made significant contributions toward the development and advancement of criminal justice in Florida and has been an invaluable asset in guiding the development of Florida's criminal justice standards and training programs.

Deputy Director Vickie Koenig of the Florida Department of Law Enforcement has been a member of the Florida Department of Law Enforcement since July 1, 1996, serving in many positions. Deputy Director Koenig served the Criminal Justice Professionalism Division from March 3, 2021, until September 11, 2023. During this period, she established effective interaction and comradery between the training center directors, Commission staff, and the Commission. Deputy Director Koenig's dedication, commitment to service, and professional leadership have been an invaluable asset to the Criminal Justice Professionalism Division, training center directors, and the Commission; we wish her well in future endeavors.

Commission **ELECTIONS**

Congratulations on the re-election of Sheriff Tommy Ford as Commission chair and the election of Commissioner George Lofton as vice-chair.

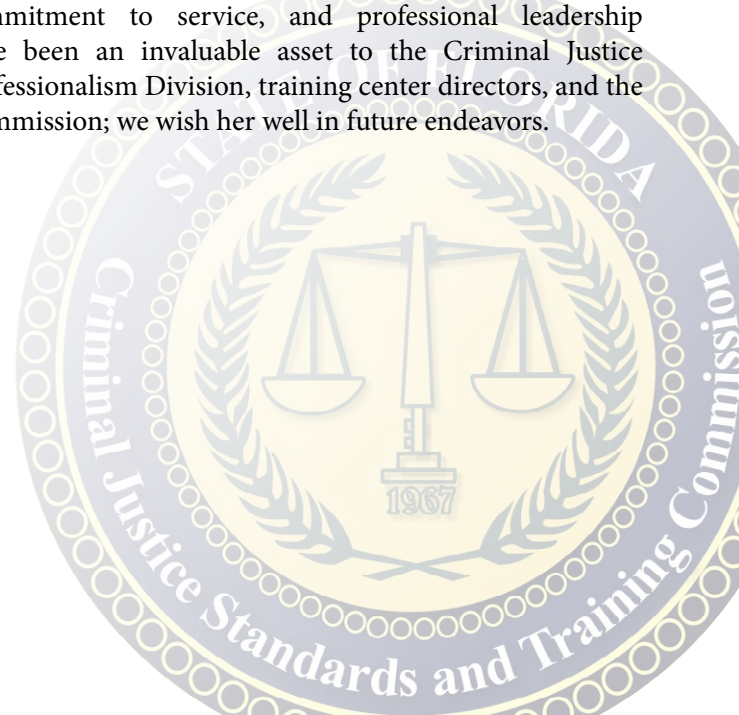
Introduction of Newly-Appointed and Reappointed Commissioners

Commissioner Amelia Hill is the Warden of the Madison Correctional Institution. She currently serves as a member of the American Corrections Association, the Florida Sheriffs Association and the North American Association of Wardens and Superintendents. She fills the seat previously held by Carol Casimir, who resigned on April 6, 2022.

Commissioner Skott Jensen is an Administrator of the Lake County Detention Center. He is a veteran of the United States Army and serves as a member of the Florida Sheriffs Association and assessor for the Florida Corrections Accreditation Commission. He fills the seat previously held by Chief Michael Allen, who served the commission until August 10, 2023.

Commissioner William Smith is a Master Trooper for the Florida Highway Patrol. He currently serves as the Vice President of Legislative Affairs for the Florida Police Benevolent Association. He fills the seat previously held by Darla Portman, who retired April 14, 2023.

Chief Melanie Bevan was reappointment to the Criminal Justice Standards and Training Commission.





AUTOMATED TRAINING MANAGEMENT SYSTEM (ATMS) STATISTICS

As of January 11, 2024, the following statistics were reported:

Total Number of Officers in Florida - **86,506**

49,680	Law Enforcement Officers
30,015	Correctional Officers
2,260	Correctional Probation Officers
4,551	Concurrent Officers



Mandatory Retraining

As of January 11, 2024, the following mandatory retraining statistics were reported:

18,763	Total Number of Officers Due for Mandatory Retraining by June 30, 2024
5,368	Total Number of Officers Who Have Met the Mandatory Retraining Requirement
28.61%	Percentage of Officers Who Have Met the Mandatory Retraining Requirement

Firearms Qualification

As of January 11, 2024, the following firearms qualification statistics were reported:

53,780	Total Number of Officers Due to Complete Firearms Qualification by June 30, 2024
41,096	Total Number of Officers Who Have Completed Firearms Qualification
76.42%	Percentage of Officers Who Have Completed Firearms Qualification





EXAM STATS

State Officer Certification Examination

At each quarterly meeting of the Criminal Justice Standards and Training Commission, results for the State Officer Certification Examination (SOCE) are reported as part of the informational agenda. The full report for the 2nd quarter of FY 2023–24, October through December, 2023, is included in the February 2024 meeting book and can be viewed at the Commission’s website: : [Criminal Justice Standards & Training Commission \(state.fl.us\)](https://www.cjstc.state.fl.us)

THE SOCE IS ADMINISTERED ON DEMAND VIA COMPUTER-BASED TESTS. THE FOLLOWING REPRESENTS THE OVERALL RESULTS FOR THE PERIOD.

STATE OFFICER CERTIFICATION EXAMINATION FOR BASIC RECRUIT TRAINING PROGRAMS (B RTP)	Number of Applicants	Passed	% Passed
Florida Law Enforcement Academy B RTP	1,061	923	86%
Florida CMS Correctional B RTP	1,247	971	77%
Florida Correctional Probation B RTP	161	114	70%

STATE OFFICER CERTIFICATION EXAMINATION FOR EQUIVALENCY-OF-TRAINING PROGRAMS	Number of Applicants	Passed	% Passed
Florida Law Enforcement Academy	225	160	71%
Florida CMS Correctional	30	27	90%
Florida Correctional Probation	0	0	N/A

Students from **Eastern Florida State College, Escambia County Sheriff’s Office, Hillsborough Community College, and Miami Police Training Center** achieved a 100 percent pass rate on the Law Enforcement SOCE on their first attempt.

Students from **George Stone Technical College** achieved a 100 percent pass rate on the Corrections SOCE on their first attempt.

**Students scoring 100% on their first attempt of the SOCE from schools with less than 15 cases are not reported since statistics with so few cases are less reliable than those with a higher number of cases.*

If you have questions regarding the Officer Certification Examination process, please call (850) 410-8602.



CJS&T COMMISSION DISCIPLINARY CASE REPORT FOR JULY 2023 TO DECEMBER 2023

Cases Presented to CJS&T Commission

Certification Type	Total Number of Officers Statewide	Number of Cases Taken to Full Commission	Number of Disciplinary Charges (Violations)	Number of Cases Dismissed/ No Caused	Number of Cases Disciplined	Percent of Statewide Officers Disciplined
Law Enforcement	49,422	85	116	3	82	.095
Correctional	29,595	134	160	10	124	.144
Correctional Probation	2,173	2	2	0	2	.002
Concurrent	4,588	61	85	0	61	.071
TOTAL	86,318	282	363	13	269	.312

Case Dispositions by the CJS&T Commission

Certification Type	No Caused Dismissed Withdrew Application	Letter of Acknowledgment	Letter of Guidance	Probation	Suspended	Reprimand	Denied	Voluntary Relinquished	Revoked	Total
Law Enforcement	3	13	5	13	13	0	0	20	18	85
Correctional	10	20	2	13	8	0	7	25	49	134
Correctional Probation	0	0	0	0	1	0	0	1	0	2
Concurrent	0	4	0	27	23	0	0	4	3	61
TOTAL	13	37	7	53	45	0	7	50	70	282



CJS&T COMMISSION VIOLATIONS REPORT FROM JULY 2023 TO DECEMBER 2023

Most Frequent Violations Presented to the CJS&T Commission (All Violations)

Law Enforcement Number of Violations	Correctional Number of Violations	Correctional Probation Number of Violations	Concurrent Number of Violations
16 – DUI	28 – DUI	1 – Boating Under the Influence	15 – DUI
13 – Misuse of Electronic Database	12 – Excessive Use of Force	1 – Battery – Domestic Violence	10 – Excessive Use of Force
10 – Excessive Use of Force	12 – Battery		8 – Misuse of Electronic Database
8 – Battery	9 – Battery – Domestic Violence		7 – Battery – Domestic Violence
7 – False Official Statement	7 – Positive Drug Test - Marijuana		7 – Battery
5 – Positive Drug Test - Marijuana	6 – Malicious Battery		5 – False Statement
5 – Battery – Domestic Violence	5 – False Official Statement		4 – Resisting Officer

MOST FREQUENT VIOLATIONS PRESENTED TO THE CJS&T COMMISSION RESULTING IN REVOCATION OR RELINQUISHMENT

Law Enforcement Number of Violations	Correctional Number of Violations	Correctional Probation Number of Violations	Concurrent Number of Violations
5 – Battery	10 – DUI	1 – Battery – Domestic Violence	3 – Battery
5 – False Statement	7 – Battery		2 – Excessive Use of Force
4 – Misuse of Electronic Database	6 – Positive Drug Test - Marijuana		1 – Discharge Firearm in Public
3 – Misuse of Official Position	4 – Malicious Battery		1 – Impersonation
3 – DUI	3 – Excessive Use of Force		1 – False Imprisonment

RESPONDENTS WHO HAVE COMPLETED THEIR PROBATION OR SUSPENSION

Respondent's Name	Case Number	Date Probation/Suspension Completed
Leonard Bain	44216	11/13/2023
Justin Bowman	44723	12/11/2023
Kirby Bradford	47865	12/8/2023
Martin McLure	47745	12/14/2023
Jack Richardson	44935	12/12/2023
Tonisha Richardson	45231	12/11/2023
Jesse Spears	47434	12/1/2023
Jamorris Warren	47353	12/11/2023



DISCIPLINARY PROCEEDINGS

Kissimmee, Florida November 2, 2023

RESPONDENT	EMPLOYING AGENCY	MISCONDUCT/ GUIDELINE PENALTY	HEARING RESULTS
ABDALLA, JENNA C.	Department of Corrections	Marijuana-Test Positive; (11-29-2022); (Prospective Suspension to Revocation)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
ANSLEY, JAMES A.	Department of Corrections	Malicious Battery; (05-04-2020); (Probation to Suspension); Failure to Report Pursuant to 944.35, F.S.; (05-04-2020); (Probation to Suspension)	120-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved use of force retraining prior to the conclusion of the probationary period.
ARCHEY, DAVID	Department of Corrections	Excessive Force by Correctional Officer; (06-27-2021); (Suspension to Revocation); Failure to Report Pursuant to 944.35, F.S. Submitting Inaccurate, Incomplete, Untruthful Information on Use of Force Report; (06-27-2021); (Prospective Suspension to Revocation)	Dismiss the Administrative Complaint against the Respondent.
BELOW, RONALD G.	Not employed at the time of misconduct.	Adjudicated Guilty of Battery; (12-07-2021); (Suspension); Battery; (01-15-2021); (Suspension)	ACCEPT VOLUNTARY RELINQUISHMENT
BILAL, AALIAH N.	Not employed at the time of misconduct.	Pled Guilty to Aggravated Assault (Deadly Weapon); (07-29-2022); (Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT
CAUSEY, NICHOLAS A.	Escambia County Corrections	False Statement; (On or about 11-11-2021 & 11-12-2021); (Prospective Suspension to Revocation)	20-day prospective SUSPENSION to begin 15 days following the filing of the Final Order. 1-year PROBATION to begin following the conclusion of the suspension; Provide staff with proof of successful completion of Commission-approved ethics training prior to the conclusion of the probationary period.



CELESTIN, ELMANO	Department of Corrections	Adjudicated Guilty of Driving Under the Influence of Alcohol; (06-26-2020); (Probation with Substance Abuse Counseling)	REVOCAATION
CLERVEAUX, STANLEY	Tampa Police Department	Procure for Prostitution; (07-20-2022); (Prospective Suspension and Probation with Counseling to Revocation)	35-day prospective SUSPENSION to begin within 15 days after the filing of the Final Order; one-year period of PROBATION to begin following the completion of the suspension period; provide staff with proof of successful completion of Commission-approved ethics training and Commission-approved AIDS awareness counseling prior to the end of the probationary period.
COATS, JACQUELLE R.	Not employed at the time of misconduct.	Battery; (10-28-2021); (Suspension); Burglary Occupied Dwelling; (10-28-2021); (Suspension to Revocation)	REVOCAATION
COLE, BRETT L.	Department of Corrections	Pled No Contest to Battery Felony Battery Causing Great Bodily Harm; (02-17-2022); (Revocation)	REVOCAATION
COLE, JAMES T.	Not employed at the time of misconduct.	Pled Guilty to Driving Under the Influence of Alcohol; (02-04-2020); (Probation with Substance Abuse Counseling)	DISMISS the Administrative Complaint and Issue a Letter of Guidance Retroactive to 03-14-2021.
COLE, TROY	Department of Corrections	Pled Guilty to Controlled Substance-Sell, Manufacture, Deliver and/ or Possess with Intent Attempted Possession with Intent to Distribute (MDMA) (3 Counts); (09-07-2022); (Revocation)	REVOCAATION
COLEMAN, BRETT J.	Orange County Sheriff's Office	Pled No Contest to Obscene Material-Possess Possession of Child Pornography (10 or More Images) - 10 counts; (06-30-2022); (Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT



COX, THOMAS D.	Not employed at the time of misconduct.	Driving Under the Influence of Alcohol; (08-17-2018); (Probation with Substance Abuse Counseling)	DISMISS the Administrative Complaint Against the Respondent.
CROMES, MICHAEL E	South Bay Correctional Facility	Driving Under the Influence of Alcohol; (10-24-2019); (Probation with Substance Abuse Counseling)	REVOCAION
CROSS, JUSTIN T.	Not employed at the time of misconduct.	Violation of Commission-Ordered Probation; (04-05-2020); (Written Reprimand to Revocation)	REVOCAION
CRUTCHFIELD, BRADLEY K.	Holmes County Sheriff's Office	Pled No Contest to Battery Felony Battery - Cause Great Bodily Harm; (11-21-2022); (Revocation)	REVOCAION
DAMITZ, LEE K.	Florida Department of Law Enforcement	Sexual Harassment; (10-07-2022); (Probation with Training to Suspension with Training)	ACCEPT VOLUNTARY RELINQUISHMENT
DAVIS, KENNETH L.	Department of Corrections	Adjudicated Guilty of Driving Under the Influence of Alcohol 1st Offense; (09-21-2022); (Probation with Substance Abuse Counseling)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
DENSON, SABEBIZERO S.	Department of Corrections	Use or Possession of Drug Paraphernalia; (04-25-2021); (Probation to Suspension); Smuggle Contraband Introduction of Contraband at State Correctional Institution (3 counts); (04-25-2021); (Suspension to Revocation)	REVOCAION
DIAZ, BRANDON J.	Polk State College-K. C. Thompson Institute Of Public Safety	Pled No Contest to Obscene Material-Possess Possession of Child Pornography Enhanced (43 counts); (12-21-2022); (Revocation)	REVOCAION



DUNCAN, BRANDON	Department of Corrections	Marijuana-Test Positive; (12-01-2022); (Prospective Suspension to Revocation)	REVOCATION
DUNN, DANIEL J.	Hernando County Sheriff's Office	Pled No Contest to Aggravated Assault with a Deadly Weapon; (02-08-2022); (Prospective Suspension to Revocation)	REVOCATION
EARLY, ROLAND A.	Not employed at the time of misconduct.	Possession of- Legend Drug Without Prescription; (11-21-2021); (Probation to Suspension)	REVOCATION
EARLY, ROLAND A.	Not employed at the time of misconduct.	Adjudicated Guilty of Driving Under the Influence of Alcohol; (10-17-2022); (Probation with Substance Abuse Counseling)	REVOCATION
ENCARNACION, KEVIN L.	Osceola County Sheriff's Office	Pled No Contest to Obstruct Criminal Investigation Disclosure or use of confidential Criminal Justice Information; (08-29-2022); (Revocation); Pled No Contest to Computer Offense against users; (08-29-2022); (Revocation)	REVOCATION
ERICKSON, ZACHARY L.	Orange County Sheriff's Office	Driving Under the Influence of Alcohol; (02-26-2022); (Probation with Substance Abuse Counseling)	90-day prospective SUSPENSION to begin 15 days after the filing of the Final Order; 1- year PROBATION to begin at the conclusion of the suspension; provide staff with proof of successful completion of random drug testing and Commission-approved substance abuse counseling prior to the completion of the probationary period.
FANTI, KEVIN G.	Broward County Sheriff's Office	Excessive Force by Law Enforcement Officer; (06-26-2019); (Suspension to Revocation)	1-year retroactive SUSPENSION with a 30-day prospective SUSPENSION to begin 15 days after the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved anger management counseling prior to the conclusion of the probationary period.



FOLLARI, JOHN S.	Brevard County Sheriff's Office	Excessive Force by Correctional Officer; (04-13-2022); (Suspension to Revocation)	10-day retroactive SUSPENSION, 35-day SUSPENSION to begin within 180 days of the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension period; and provide staff with proof of completion of Commission-approved use of force training prior to the end of the probationary period.
FORTT MCMILLION, VAUGHN	Department of Corrections	Adjudicated Guilty of Driving Under the Influence-BAC .15 or higher; (03-17-2021); (Prospective Suspension with Substance Abuse Counseling to Revocation)	6-day retroactive SUSPENSION with an 84-day prospective SUSPENSION to be served within 180 days after the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period.
FOSKEY, ELISAA.	Department Of Corrections	Grand Theft; (03-11-2022); (Suspension to Revocation)	REVOCATION
FROST, DARREN R.	Satellite Beach Police Department	Driving Under the Influence of Alcohol with Property Damage; (06-17-2022); (Probation with Substance Abuse Counseling)	120-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1-year PROBATION to commence upon the conclusion of the 120-day prospective SUSPENSION; provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the end of the probationary period.
GILBERT, DANNYSHA T.	Department of Corrections	Battery; (02-21-2021); (Suspension)	30-day prospective SUSPENSION to begin 15 days after the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved anger management counseling prior to the conclusion of the probationary period.
GUILLAUME, ENIDE	Not employed at the time of misconduct.	Aggravated Battery on Pregnant Victim; (11-11-2022); (Prospective Suspension to Revocation)	180-day prospective SUSPENSION to begin within 180 days following the filing of the Final Order; 1-year PROBATION to begin upon the conclusion of the 180-day SUSPENSION; and provide Staff with proof of successful completion of Commission-approved anger management counseling prior to the completion of the probationary period.



HAINES, SCOTT P.	Santa Rosa County Sheriff's Office	Misuse of Electronic Database-FCIC/NCIC 7 counts; (On or between 09-03-2015 & 08-07-2018); (Probation to Suspension)	ACCEPT VOLUNTARY RELINQUISHMENT
HANKS, TRISHON	Not employed at the time of misconduct.	Found Guilty of Driving Under the Influence of Alcohol; (09-20-2022); (Probation with Substance Abuse Counseling)	120-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension; Provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period.
HAYDEN, BRETT A.	Jacksonville Sheriff's Office	Insurance Fraud Worker's Compensation; More than \$20,000 but less than \$100,000; (On or between 08-27-2021 & 04-29-2022); (Prospective Suspension to Revocation)	REVOCATION
HILDENBRAND, JOHN A.	Tampa Police Department	Driving Under the Influence of Alcohol; (09-01-2019); (Probation with Substance Abuse Counseling)	ACCEPT VOLUNTARY RELINQUISHMENT
HILL, MICHAEL C.	Calhoun County Sheriff's Office	Adjudicated Guilty of Battery; (01-12-2021); (Suspension)	REVOCATION
HOLLIDAY, MANUEL E.	Department of Corrections	Marijuana-Test Positive; (03-15-2022); (Prospective Suspension to Revocation)	REVOCATION
JACKSON, SHANIQUA L.	Department of Corrections	Pled No Contest to Possession of- Controlled Substance; (10-21-2022); (Revocation)	REVOCATION
JOHNSON, DANIEL L.	Department of Corrections	Driving Under the Influence with Property Damage; (09-06-2019); (Prospective Suspension with Substance Abuse Counseling to Revocation)	3-day retroactive SUSPENSION; 120-day prospective SUSPENSION to begin within 180 days of the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension; provide staff with proof of Commission-approved substance abuse counseling prior to the end of the probationary period.



JOHNSON, KENNETH M.	Department of Corrections	Driving Under the Influence- BAC .15 or higher; (On or about 07-13-2021); (Prospective Suspension with Substance Abuse Counseling to Revocation)	40-hour retroactive SUSPENSION; 85-day prospective SUSPENSION to be served within 180 days of the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension; provide staff with successful completion of Commission- approved substance abuse counseling prior to the end of the probationary period.
KAISER, ANTHONY R.	Department of Corrections	Cocaine-Test Positive; (07-08-2022); (Prospective Suspension to Revocation); Marijuana-Test Positive; (07-8-2022); (Prospective Suspension to Revocation)	REVOCAATION
KELLY, PRECIOUS L.	Not employed with a criminal justice agency.	Contributing to the Delinquency of a Minor	REVOCAATION
KENNEDY, SHAWN P.	Department of Corrections	Battery - Domestic Violence Slight to Moderate Physical Injury; (03-30-2022); (Prospective Suspension to Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT
KILGO, MATTHEW P.	Department of Corrections	Adjudicated Guilty of Driving Under the Influence of Alcohol; (10-18-2022); (Probation with Substance Abuse Counseling)	5-day retroactive suspension; 85-day prospective SUSPENSION to be served within 180 days following the filing of the Final Order; 1-year PROBATION to begin at the conclusion of the suspension; Provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period.
KILPATRICK, KIMBERLY A.	Port Orange Police Department	Fraud Failure to Apply Charitable Contributions; (On or between 04-24-2016 & 01-17-2017); (Suspension to Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT
LADOUCEUR, LINDIA	Not employed at the time of misconduct.	False Statement; (08-18-2022); (Prospective Suspension to Revocation)	5-day retroactive SUSPENSION; 85-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1-year of PROBATION to begin at the conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved ethics training prior to the conclusion of the probationary period.



LAW, MICHAEL J.	Putnam County Sheriff's Office	Battery; (08-23-2022); (Suspension)	REVOCAION
LLORENTE, RAIMUNDO U.	Florida Department of Highway Safety and Motor Vehicles	Grand Theft; (Between 01-01-2019 & 01-31-2020); (Revocation); False Statement; (On or between 01-01-2019 & 01-30-2020); (Prospective Suspension to Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT
LUBRIDO, BOBBY	New Port Richey Police Department	Unprofessional Relationship With; (07-13-2022); (Written Reprimand to Revocation); Misuse Of Public Position; (07-13-2022); (Suspension to Revocation); Misuse of Electronic Database-DAVID; (07-13-2022); (Probation to Suspension)	REVOCAION
MARION, RICHARD B.	Longwood Police Department	Excessive Force by Law Enforcement Offier; (12-6-2022); (Suspension to Revocation)	REVOCAION
MAROUS, RICHARD S.	Department of Corrections	Grand Theft; (On or between 08-05-2020 & 12-10-2020); (Suspension to Revocation)	REVOCAION
MARRIA, TYRAE R.	Department of Corrections	Cheat On Exam/Subvert Process; (07-15-2020); (Suspension to Revocation)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
MCCLELLAN, FLETCHER C.	Indian River County Sheriff's Office	Sexual Harassment; (On or between 03-08-2021 & 05-23-2022); (Probation with Training to Suspension with Training)	ACCEPT VOLUNTARY RELINQUISHMENT



MCMILLON, CLIFFORD	Department of Corrections	Driving Under the Influence of Drugs; (09-25-2020); (Probation with Substance Abuse Counseling)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
MILLER, SKYELAR R.	Orange County Sheriff's Office	Sex on Duty; (On or between 02-15-2021 & 04-02-2022); (Suspension to Revocation)	REVOCAION
MITCHEM, DONNELL	New Port Richey Police Department	False Statement False Official Statement; (01-01-2022); Prospective Suspension to Revocation)	30-day prospective SUSPENSION to begin 15 days following the entry of the Final Order; 1-year period of PROBATION to begin upon completion of the suspension period; provide staff with proof of successful completion of Commission-approved ethics training prior to the end of the probationary period.
MORGAN, LOVETTE A.	Not employed at the time of misconduct.	Pled No Contest to Unlawful Use of a Two-way Communications Device; (03-07-2022); (Revocation); Pled No Contest to Smuggle Contraband Conspiracy to Introduce Contraband; (03-07-2022); (Revocation); Pled No Contest to Unlawful Compensation Unlawful Compensation or Reward for Official Behavior; (03-07-2022)	REVOCAION
MRAKOVICH, BRYCE M.	Jacksonville Sheriff's Office	Excessive Force by Law Enforcement Offier; (07-01-2020); (Suspension to Revocation)	REVOCAION
ORTEGA, PEDRO L.	Florida Department of Highway Safety and Motor Vehicles	Grand Theft; (On or Between 01-01-2019 & 02-11-2020); (Suspension to Revocation); False Statement (12 Counts); (On or between 01-31-2019 & 01-31-2020); (Prospective Suspension to Revocation)	ACCEPT VOLUNTARY RELINQUISHMENT



PARMELY, NATHAN D.	Escambia County Corrections	Excessive Force by Correctional Officer; (10-11-2021); (Suspension to Revocation)	30-day prospective SUSPENSION beginning 15 days following the filing of the Final Order; 1-year period of PROBATION to begin upon conclusion of the suspension period; provide staff with proof of successful completion of Commission-approved anger management counseling prior to the end of the probationary period.
PAUL, LORVIE	Miami Gardens Police Department	Pled Guilty to Petit Theft; (02-06-2023); (Suspension to Revocation)	REVOCAATION
PEOPLES, BROWARD	Not employed at the time of misconduct.	Adjudicated Guilty of Stalking; (01-14-2022); (Prospective Suspension to Revocation)	DISMISS the administrative complaint against the respondent.
PRADO, ADRIAN	Hendry County Sheriff's Office	Aggravated Assault with deadly weapon; (08-22-2020); (Prospective Suspension to Revocation); Battery - Domestic Violence Domestic Violence (Slight to Moderate Physical Injury); (08-22-2020); (Prospective Suspension to Revocation); Synthetic Narcotic-Possess; (08-26-2020); (Revocation)	REVOCAATION
PRITCHARD, TRAVIS R.	Clay County Sheriff's Office	Pled Guilty to Obscene Material-Manufacture; (08-24-2021); (Revocation); Pled Guilty to Obscene Material-Possess; (08-24-2021); (Revocation)	REVOCAATION
REED, DEVEN D.	Jacksonville Sheriff's Office	Trespassing in an Occupied Structure or Conveyance; (04-27-2022); (Probation to Suspension)	REVOCAATION
REVEIRE, TYLER	Department of Corrections	Insurance Fraud Claim - Less than 20K dollars; (On or between 06-25-2021 & 06-30-2021); (Suspension to Revocation)	REVOCAATION



ROBILLARD, AMONY	Brevard County Sheriff's Office	Pled No Contest to False Imprisonment with a weapon; (11-21-2021); (Revocation); Pled No Contest to Robbery with a deadly weapon; (11-21-2021); (Revocation); Pled No Contest to Extortion with a weapon; (11-21-2021); (Revocation)	REVOCAATION
ROSARIO, RAYMOND E.	Miami-Dade Police Department	Child Abuse; (10-25-2018); (Prospective Suspension to Revocation)	Accept Administrative Law Judge's findings, of fact, conclusions of law, and DISMISS the Administrative Complaint against the respondent.
ROSE, DELROY L.	Broward County Sheriff's Office	Found Guilty of Battery; (08-10-2022); (Suspension)	REVOCAATION
RUSSELL, HUNTER M.	Brevard County Sheriff's Office	Excessive Force by Correctional Officer; (05-11-2022); (Suspension to Revocation)	REVOCAATION
SINCLAIR, LASHAWN S.	Not employed at the time of misconduct.	Pled Guilty to Contributing to the Delinquency of a Minor (Child Abuse); (06-14-2022); (Probation to Suspension)	REVOCAATION
SMITH, DILLON N.	Department of Corrections	Battery Felony; (12-18-2019); (Prospective Suspension to Revocation)	DISMISS the Administrative Complaint Against the Respondent.
STEPHENS, JAKE J.	Lake City Police Department	Trespassing in Structure or Conveyance; (02-16-2021); (Probation to Suspension)	ACCEPT Motion to Vacate/Set Aside Final Order and issue 30-day retroactive SUSPENSION.
THOMAS, CHELSEA J.	Gadsden County Sheriff's Office	Pled Guilty to Illegal Use Credit Card; (11-04-2022); (Revocation)	REVOCAATION
THOMPSON, JAMES	Not employed at the time of misconduct.	Battery; (04-30-2022); (Suspension); Burglary; (04-30-2022); (Suspension to Revocation); Marijuana-Possess; (04-30-2022); (Revocation)	REVOCAATION



TORRES, ANGEL H.	St. Lucie County Sheriff's Office	Cruelty Toward Child; (07-20-2022); (Prospective Suspension to Revocation)	20-day retroactive SUSPENSION; 80-hour prospective SUSPENSION to begin within 180 days following the filing of the Final Order; 6-month PROBATION; provide staff with successful completion of Commission-approved anger management counseling prior to the end of the probationary period.
WADFORD, CHARLES T.	Suwannee County Sheriff's Office	Excess Force by LEO; (10-16-2021); (Suspension to Revocation); False Statement; (10-16-2021); (Prospective Suspension to Revocation)	REVOCATION
WESTON, DEVARUS B.	Department of Corrections	Resisting Officer without Violence; (11-20-2022); (Probation to Suspension)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
WEYER, STEVEN E.	Okaloosa County Sheriff's Office	Marijuana-Test Positive; (12-21-2022); (Prospective Suspension to Revocation)	DISMISS the Administrative Complaint Against the Respondent.
WHISENANT, BRIAN J.	Department of Corrections	Testing Positive for Controlled Substance Benzodiazepines; (12-05-2022); (Prospective Suspension to Revocation)	DENY application for certification for a period of 2 years to begin 15 days following the filing of the Final Order.
WOLF, MICHAEL B.	Key West Police Department	Marijuana-Test Positive; (07-20-2021); (Prospective Suspension to Revocation)	DISMISS the Administrative Complaint Against the Respondent.
WOLVIN, VICTORIA	Desoto County Sheriff's Office	Unprofessional Relationship With Inmate; (On or between 05-17-2022 & 07-10-2022); (Revocation)	REVOCATION



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