

# Officer Discipline Training



Presented by:  
Florida Department of Law Enforcement  
Florida Criminal Justice Executive Institute



**August 11 - 14, 2025**

Sawgrass Marriott Golf Resort & Spa  
1000 Tournament Players Club Boulevard  
Ponte Vedra Beach, Florida 32082

**Seating is limited.** Contact [Tammy Frick](#) if you would like to register more than two people.

**Officer Discipline** is a 28-hour course designed to provide participants with a comprehensive understanding of the various aspects of management issues relating to officer misconduct, internal affairs investigations, and the discipline process. An effective officer discipline process requires a credible investigation conducted without bias and in accordance with professional practices, agency policy, and current laws. Using a combination of lecture and case studies, *Officer Discipline* delivers useful information for evaluating agency policies and procedures, as well as defining the role of the agency chief executive, the internal affairs investigator, police unions, and the Criminal Justice Standards and Training Commission (CJSTC) in the discipline process.

**Concepts such as:** officer misconduct, complaint acceptance, model policies, administration of positive (corrective rather than punitive) discipline, LEO/CO Bill of Rights, the role of police unions, Garrity, management of internal affairs investigations, reporting requirements of the CJSTC, and trending issues will all be discussed.

## **Comments from past attendees**

"One of the best presentations of the officer discipline process I have ever attended . . . helped me to re-evaluate our procedures and make corrections."

". . . this course was very well planned and organized. Information will be used to revise policies and procedures in my agency."

"The systematic approach was great. It gave great knowledge of how to make sure the process is carried out correctly. "

"This class will help me improve my department's IA process and to write policies and procedures with current court decisions as guidelines."

## **Instructors:**

**Jay Romine** began his career with the Holmes Beach Police Department as a part-time patrol officer in 1979. Since that time, he served as a patrol officer, patrol sergeant, detective sergeant, lieutenant, assistant chief of police and served as the chief of police from July 1993 until his retirement in January of 2013. In May of 2013, Mr. Romine was appointed as the Director of the Law Enforcement Academy at Manatee Technical College in Bradenton, FL, where he continues to serve.

**George Perez** has been a law enforcement officer for more than 25 years, serving the Miami-Dade Police Department (MDPD), and the citizens of Miami-Dade County. Since joining the MDPD, he has been assigned to the Professional Compliance Bureau, Homicide Bureau, Homicide Bureau Street Violence Taskforce, General Investigations Unit. Other assignments included the Robbery Bureau, and general investigations within a patrol district. Mr. Perez was promoted to Chief of the South Operations Division, which is comprised of six police districts and a staff of more than 700 law enforcement officers. In 2024, Mr. Perez retired after a lifelong service to his community with the Miami-Dade Police Department.

**Paul A. Villaverde** is a law enforcement supervisor within a law enforcement agency in Miami-Dade County. He has served its citizens for over 30 years. Sergeant Villaverde has a vast amount of work experience, knowledge and training derived from his work and supervisory assignments, which include: the, Homicide Bureau, Executive Officer to the Head of Agency (oversaw Governmental Affairs), Media Relations Section, Sergeant At Arm's Unit, Robbery Bureau, Narcotics Bureau, Warrants Bureau, Professional Compliance Bureau, General Investigations Unit, Crime Suppression Team and previously detached as a Task Force officer for the US Marshal's Service, and to Alcohol, Tobacco, Firearms & Explosives (ATF). Sergeant Villaverde currently supervises the Homicide Bureau Cold Case Unit and is an active member for over 21 years of the Special Response Team's Hostage Negotiator Unit.

**Tuition for the course is \$425.00. (Lodging and meals are not included.)**

**Registration:**

To register for this class, go to the registration link below provided and follow the prompts for a quick, easy registration: [\*\*OFFICER DISCIPLINE TRAINING AUGUST 2025 REGISTRATION\*\*](#)

**Cancellations and substitutions:** Registrants agree upon submission of this registration that they are responsible for payment of this course. Cancellations received 14 days prior to the beginning of this course are refundable. ***All cancellations made during the 14 days prior to (or during) this course are non-refundable; however, credit for amount paid may be issued to a future course.*** Please note that if you do not attend, ***you are still responsible for payment.***

**\*Substitutions may be made at any time online or by phone. \***

**Location and Dates:**

Sawgrass Marriott Golf Resort & Spa  
1000 Tournament Players Club Boulevard  
Ponte Vedra Beach, FL 32082  
See room reservation information below)

Monday, August 11, 2025	8:00 A.M. – 5:00 P.M.
Tuesday, August 12, 2025	8:00 A.M. – 5:00 P.M.
Wednesday, August 13, 2025	8:00 A.M. – 5:00 P.M.
Thursday, August 14, 2025	8:00 A.M. – Noon

Promptness is expected. **Attire: Business casual**

Accommodations will be made for individuals with disabilities as defined by the Americans with Disabilities Act (ADA).

If accommodations are needed, please contact the FDLE ADA Liaison at (850) 410-7900.

**Sawgrass Marriott Golf Resort & Spa**

Front Desk: (904) 285-7777

Fax: (904) 285-0906

**Group Reservation Link:** <https://book.passkey.com/go/FDLECJSTC2025>

Guestroom Rate: \$169.00, plus applicable taxes

Daily Resort Fee: \$25.00

Parking Fee: \$15/day (self-parking), \$35/day (valet parking)

**Reservation Cutoff Date:** July 22, 2025

**Cancellation Policy:** Cancellations made within 72 hours prior to arrival will forfeit one night's room and tax.

If you have any questions, please contact Tammy Frick at (850) 410-7534 or [TammyFrick@fdle.state.fl.us](mailto:TammyFrick@fdle.state.fl.us).

A certificate is provided upon completion of this course.