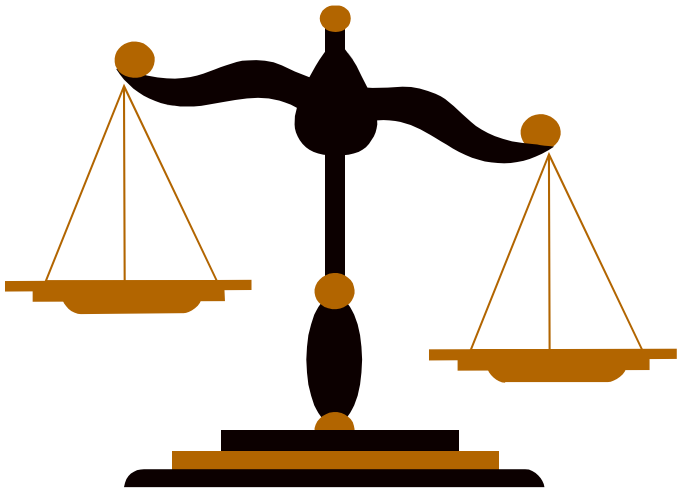
May 14, 2026

CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION MEETING

WYNDHAM GRAND JUPITER AT HARBOURSIDE PLACE
JUPITER, FLORIDA

AMENDED MAY 8, 2026



Florida Department of Law Enforcement
Commissioner Mark Glass

Criminal Justice Professionalism, Standards & Training Services
Director Chad Brown

Criminal Justice Standards and Training Commission

Chairman Tommy Ford
Bay County Sheriff's Office

Vice-Chairman George Lofton
Attorney General Designee

Criminal Justice Standards and Training Commission Meeting Dates: May 11 – 14, 2026	*Wyndham Grand Jupiter* *at Harbourside Place* *122 Soundings Avenue* *Jupiter, Florida 33477* *Front Desk: 561-273-6600*

Meeting Name	***Meeting Time***	***Meeting Room***
Monday, May 11, 2026		
FDLE Staff Command Center	Upon Arrival	Loggerhead
FDLE Staff Information Area	Upon Arrival	Preserve Pre-Function
Officer Discipline Class	8:00 a.m. – 5:00 p.m.	Dunes A & B
Tuesday, May 12, 2026		
FDLE Staff Command Center	7:30 a.m. – 6:00 p.m.	Loggerhead
FDLE Staff Information Area – Kim Rowell & Adrienne Trykowski	7:30 a.m. – 6:00 p.m.	Preserve Pre-Function
Officer Discipline Class	8:00 a.m. – 5:00 p.m.	Dunes A & B
New Training Center Director's Orientation	9:00 a.m. – 10:00 a.m.	Loggerhead
CJSTC Field Services Staff Meeting	10:00 a.m. – 12:30 p.m.	Beacon
(Members Only) Training Center Director Scholarship Committee Meeting Training Center Director Executive Board Committee Meeting Training Center Director Steering Committee Meeting	 10:00 a.m. – 11:00 a.m. 11:00 a.m. – 1:00 p.m. 1:00 p.m. – 2:30 p.m.	Loggerhead
Regional Criminal Justice Selection Center Directors Association Meeting	2:00 p.m. – 2:30 p.m.	Preserve A & B
Training Center Director Advanced / Specialized Training Committee Meeting Training Center Director Basic Recruit Committee Meeting Training Center Director High Liability Committee Meeting Training Center Director Rules Committee Meeting Training Center Director Open Forum	2:30 p.m. – 4:00 p.m. 2:30 p.m. – 4:00 p.m. 2:30 p.m. – 4:00 p.m. 2:30 p.m. – 4:00 p.m. 4:00 p.m. – 5:30 p.m.	Preserve A & B
Wednesday, May 13, 2026		
FDLE Command Center	7:30 a.m. – 6:00 p.m.	Loggerhead
FDLE Staff Information Area – Kim Rowell & Adrienne Trykowski	7:30 a.m. – 6:00 p.m.	Preserve Pre-Function
Officer Discipline Class	8:00 a.m. – 5:00 p.m.	Dunes A & B
Training Center Directors Association Business Meeting	8:30 a.m. – 10:00 a.m.	Preserve A & B
Probable Cause Determination Hearings	10:00 a.m. – 5:00 p.m.	Preserve C
Chairman Briefing - (FDLE STAFF, CHAIRMAN, & ATTORNEY)	11:30 a.m. – 1:00 p.m.	Loggerhead
Thursday, May 14, 2026		
FDLE Command Center	7:30 a.m. – 6:00 p.m.	Loggerhead
FDLE Staff Information Area – Adrienne Trykowski	7:30 a.m. – 6:00 p.m.	Preserve Pre-Function
Criminal Justice Standards & Training Commission Business Meeting CJST Commission Officer Discipline Hearings	8:30 a.m. – 9:30 a.m. 9:30 a.m. – 5:00 p.m.	Preserve A & B

Meeting Rooms are subject to change.

HOTEL INFORMATION

Commission Meeting Dates:	**May 11 – 14, 2026**
Hotel Name and Address:	Wyndham Grand Jupiter at Harbourside Place 122 Soundings Avenue Jupiter, Florida 33477
Front Desk Telephone: **Fax:**	(561) 273-6600 (561) 273-6699
Hotel Website:	www.wyndhamgrandjupiter.com
Reservation Information	
Online Reservations Link:	Criminal Justice Standards and Training Commission Meeting May 10-14, 2026
Method of Payment:	A credit card guarantee is necessary for all reservations. It is advisable to avoid using a debit card. A hold for the room rate of one night plus applicable taxes will be placed on your credit card.
Reservations by phone:	Call Wyndham Grand Jupiter Reservations at (561) 273-6665 and ask for the Criminal Justice Standards & Training Commission Meeting Group rate.
Group Rate:	$199.00 per night plus applicable taxes for single or double deluxe plaza view rooms.
Phone Reservations:	To make a reservation by phone or online, please call (561) 273-6665 and ask for the Criminal Justice Standards & Training Commission Meeting Group rate.
Check-in:	4:00 p.m.
Check-out:	11:00 a.m. Requests for late check-out should be addressed to the front desk and are contingent upon availability; an additional fee may apply. Please note that if you or your agency is being reimbursed by FDLE, late check-out fees are not eligible for reimbursement.
Guestroom Rate Available:	The group rate applies from May 10 to May 14, 2026.
Reservation Deadline:	Reservations must be made by **April 10, 2026, before 4:00 PM**.
Cancellation Policy:	Failure to cancel within 48 hours prior to arrival, or a no-show, will incur a charge equivalent to one night's room rate and applicable taxes.
Resort Fee Waived:	A daily cost saving of $26.00, plus any applicable taxes, will be credited to your account at the conclusion of your stay.
Amenities:	This offers In-room and public area premium high-speed internet, 2 Bottled waters in room per day, Use of towels while utilizing Pool Deck, Unlimited nationwide calls, Access to state-of-the-art Fitness Center at Hotel, Green Mountain Coffee and Tea in guest rooms, and Unlimited Press Reader Utilization. Complimentary Business Center is available for printing, copies or computer, your room key is needed to access the room.
Tax Exempt Status:	If your organization holds a tax-exempt status, please provide a copy of your agency's valid exemption certificate issued by the State of Florida. If you choose to use your personal credit card or if you are an FDLE staff member utilizing a corporate card for payment, the agency's tax exemption does not apply, resulting in taxes being incurred. To qualify for tax exemption, payments must be made through an agency-approved payment method.
Hotel Parking Fee:	Valet Parking: $28, Self-Parking: $20, and complimentary parking is available in the South Garage and via nearby street parking.

Contacts:
Commission meeting agenda: Kim Rowell at (850) 410-8662 or by e-mail at KimberlyRowell@fdle.state.fl.us.
Officer Discipline Agenda: Kamal Meshedi at (850) 410-8632 or by e-mail at KamalMeshedi@fdle.state.fl.us.
Officer Discipline Class Training Course: Tammy Frick at (850) 410-7534 or by e-mail at TammyFrick@fdle.state.fl.us.
Hotel Accommodations: Cheryl Taylor at (850) 410-8657 or via email at CherylTaylor@fdle.state.fl.us.

The Commission packet can be viewed or downloaded after April 29, 2026, at: http://www.fdle.state.fl.us/CJSTC/Commission.aspx.

MAY 14, 2026

CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION MEETING BUSINESS AGENDA

8:30 A.M.

The Commission packet can be viewed at:
http://www.fdle.state.fl.us/CJSTC/Commission.aspx

Business Meeting Called to Order	Chairman Tommy Ford
Posting of Colors	Riviera Beach Police Department Honor Guard
Pledge of Allegiance	Director Richard Morris Palm Beach State College, Criminal Justice Institute
Invocation **AMENDED**	Chaplain Michael Kulik Palm Beach Sheriff's Office
Line of Duty Deaths	Trooper Michael Diego Florida Highway Patrol *EOW: February 18, 2026* Deputy Sheriff Steven Bruner Calhoun County Sheriff's Office *EOW: March 21, 2026*
Security	Trooper Roxana Alonso, Trooper Frank Flores, and Trooper Oscar Herrera of the Florida Highway Patrol
Welcome/Introductions	Chairman Tommy Ford
Roll Call	Commission Secretary Kim Rowell
Sunshine Law	Commission Attorney Brian Fernandes
Approval of the May 15, 2026, Business Agenda	Commission Secretary Kim Rowell
Approval of the February 19, 2026 Commission Meeting Minutes	Commission Secretary Kim Rowell
Resolution: • Curriculum Development Manager Rob Bates • Criminal Justice Professionalism, Standards and Training Services Division and the Criminal Justice Excellence Unit	Commission Secretary Kim Rowell
Training Center Directors' Association (TCDA) Chairman Remarks	Chairman Rick Davis North Florida College, Public Safety Academy

1. **Criminal Justice Professionalism, Standards and Training Services Division Updates** — Director Chad Brown

2. **Criminal Justice Standards and Training Trust Fund:** — Bureau Chief Glen Hopkins

   A. Trust Fund Audit Recommendations for Regions IX and X for Fiscal Year 2024-2025

   Perfect Audits:

   Region IX: Hillsborough College Ybor City Campus, Criminal Justice Institute
   Hillsborough County Sheriff's Office Training Center
   Manatee Technical College, Criminal Justice Academy
   Pasco-Hernando State College, Public Service Technology Center
   St. Petersburg College, Southeastern Public Safety Institute

   Region XV: Florida Highway Patrol Training Academy

   The Perfect Audits were presented during the May 13, 2026 TCDA Business Meeting.

   B. Operating Budget Requests for Fiscal Year 2026 - 2027 — Bureau Chief Glen Hopkins

3. **Officer Training:** — Bureau Chief Ashley Pennington

   A. Specialized Training Programs:

   1. Specialized Course, #022
   Autism Spectrum Disorder Awareness (update)

4. **Request for Variances or Waivers of Rules** — Bureau Chief Glen Hopkins

   A. Petition for a Permanent Waiver of Rules 11B-27.002(4), F.A.C., and 11B-35.009, F.A.C., by Paul Ryan Young

   B. Petition for a Permanent Waiver of Rule 11B-27.002(4), F.A.C., by Theresa M. Shoemaker

   C. Petition for a Permanent Waiver of Rule 11B-27.002(4), F.A.C., by William D. Gardner, Jr. **ADDENDUM**

5. **Requests for Denial of Basic Abilities Test pursuant to Rule 11B-35.0011, F.A.C.:** — Bureau Chief Glen Hopkins

   A. Ignacio Santiago Sanchez

   B. Paris Hollis

6. **CJSTC Penalties Imposed for Select Cases Report** — Government Analyst II Renee Strickland

-GENERAL INFORMATION AGENDA ITEMS-

*Agenda Items **A. through K.** are general informational items that do not require Commission action. If Commission members need to discuss any of these agenda items, the chair will entertain a Commission member's request to do so.*

A.	**Criminal Justice Standards and Training Trust Fund Officer Training Monies Status Report**	Bureau Chief Glen Hopkins
B.	**Officer Records Statistics**	Bureau Chief Glen Hopkins
C.	**Automated Training Management System (ATMS) Statistics**	Bureau Chief Glen Hopkins
D.	**Field Specialist Statistics**	Bureau Chief Glen Hopkins
E.	**Basic Abilities Test (BAT) Statistics**	Bureau Chief Ashley Pennington
F.	**State Officer Certification Examination (SOCE) Statistics**	Bureau Chief Ashley Pennington
G.	**SOCE Quarterly Content Area Report**	Bureau Chief Ashley Pennington
H.	**Commission Basic Recruit Training Programs, and Advanced and Specialized Training Program Courses; and Federal and Private Training Courses (Update)**	Bureau Chief Ashley Pennington
I.	**Officer Discipline Statistics**	Bureau Chief Glen Hopkins
J.	**Curriculum Updates Pursuant to Section 943.17, F.S.**	Bureau Chief Ashley Pennington
K.	**Criminal Justice Standards and Training Trust Fund Revenue Report for Fiscal Year 2025-2026**	Bureau Chief Glen Hopkins

May 14, 2026
OFFICER DISCIPLINE AGENDA
9:30 A.M.

STIPULATION AND SETTLEMENT AGREEMENTS:

Tab	Respondent	Tab	Respondent	Tab	Respondent
A-1	Bradley, William A.	A-11	Miles, Patrick S.	A-21	Schuchardt, Jessica A.
A-2	Brown, Joseph	A-12	Munroe, Michael D.	A-22	Scott, Derrell D.
A-3	Febo, Wilfred J.	A-13	Neagu, Vicol D.	A-23	Shumate-Willis, Zachary J.
A-4	Garcia, Emilie M.	A-14	Paul, Larissa L.	A-24	Walker, Sean A.
A-5	Kostick, Paul E.	A-15	Perez, Gabriel I.	A-25	Weston, Andrew A.
A-6	Lamantia, Michael L.	A-16	Philyaw-Johnson, Damond	A-26	Williams, Daniel E.
A-7	Lancaster, Cody A.	A-17	Quintal, Virgel G.	A-27	Willingham, Barret V.
A-8	Lang, Chason G.	A-18	Reynolds, Michael	A-28	Zarzycki, Michael E.
A-9	Lycett, Brett L.	A-19	Rodriguez, Victor .		
A10	Marrero, Orlando	A-20	Rose, Robert R.		

INFORMAL– MORAL CHARACTER:

Tab	Respondent	Tab	Respondent	Tab	Respondent
B-1	Fernandez, Brandon R.	B-7	Maseda, Susanne	B-13	Rhodes, Kayla N.
B-2	Gaines, Tracey R.	B-8	Mason, Vincent L.	B-14	Richardson, Ashley L.
B-3	Gaines, Tracey R.	B-9	Maultsby, Alvin K.	B-15	Rodriguez, Jennifer J.
B-4	Garcia, Yesenia S.	B-10	Maultsby, Alvin K.	B-16	Shamp, William P.
B-5	Hunt, John K.	B-11	Morris, Sean R.	B-17	Theophile, Clarence
B-6	Lee, David C.	B-12	Myers, Annesha K.		

INFORMAL – FELONY:

Tab	Respondent	Tab	Respondent
C-1	Eastmond, Byron D.	C-2	Walton, Kirk

INFORMAL-MISDEMEANOR INVOLVING PERJURY/FALSE STATEMENT:

Tab	Respondent
D-1	Maleta, Michael F.

VOLUNTARY RELINQUISHMENT:

Tab	Respondent	Tab	Respondent	Tab	Respondent
E-1	Benjamin, Anderson A.	E-6	Nolan-Nyman, Devin J.	E-11	Valentine, Jonathan L.
E-2	Decastro, Theron J.	E-7	Roller, Jonathan R.	E-12	Villalobos, David
E-3	Dibiase, Justin F.	E-8	Roller, Jonathan R.	E-13	Wilson, Neil J.
E-4	Gamble, Khalief E.	E-9	Rose, Kennedy L.		
E-5	Garriga, Josue'	E-10	Sill, Danielle H.		

DEFAULT – MORAL CHARACTER:

Tab	Respondent	Tab	Respondent	Tab	Respondent
F-1	Adams, Jacob D.	F-11	Diaz, David	F-21	Kutner, Brandon C.
F-2	Alley, Brandon K.	F-12	Edsall, Joshwa J.	F-22	Latham, William G.
F-3	Antun, Frank M.	F-13	Foust, Gregory E.	F-23	McCarter, Bridget L.
F-4	Arlotta, Nicolas T.	F-14	Gaskins, Lester N.	F-24	McWherter, David J.
F-5	Bachez, Walter A.	F-15	Green, Kevin	F-25	Merriex, Kendrick L.
F-6	Bidwell, Orin J.	F-16	Hamilton, Elizabeth J.	F-26	Morse, Douglas A.
F-7	Bruton, Lakelvis T.	F-17	Hatmaker, Drew D.	F-27	Newell, Tramicia Y.
F-8	Campos, Joseph M.	F-18	Hunter, Samuel J.	F-28	Oyibo, Onuche H.
F-9	Carswell, Janelle U.	F-19	Johnson, Heaven L.	F-29	Patterson, Mercedes M.
F-10	Conners, Michael R.	F-20	Joseph, Milca	F-30	Perez, Denise REMOVED

OFFICER DISCIPLINE AGENDA, continued

DEFAULT – MORAL CHARACTER, Continued:

F-31	Pittman, Adrian T.	F-38	Spradley, Dustin A.	F-45	Williams, James H.
F-32	Rodriguez, Paul M.	F-39	Stull, Robert L.	F-46	Williams, Kelsey B.
F-33	Ruiz, Nia V.	F-40	Thomas, Donald K.	F-47	Williams, St Fonie
F-34	Santiago, Eric D.	F-41	Tidwell, Jason E.	F-48	Wilson, Curtis
F-35	Sharpe, Brenae	F-42	Virnstein, Caleb G.	F-49	Wilson, Samantha D.
F-36	Shields, Leslie	F-43	Ward, Artavious L.	F-50	Wright, Joshua D.
F-37	Smith, Korey K.	F-44	Weakley, Andrew P.		

DEFAULT– FELONY:

Tab	Respondent	Tab	Respondent	Tab	Respondent
G-1	Acosta, Marcia	G-7	Dennis, Gregory	G-13	Henderson, Gerald W.
G-2	Aguilar, Eddie	G-8	Fernandez, Mark Anthony S.	G-14	Longfellow, Jason P.
G-3	Armstrong, Cory	G-9	Godfrey, Kendall	G-15	Raczynski, John T.
G-4	Battle, Alvin B.	G-10	Gonder, Ernest	G-16	Soto, Michael
G-5	Blakely, Arenthius O.	G-11	Gonder, Kamalis B.	G-17	Stanberry, Jore A.
G-6	Collett, Kobe T.	G-12	Gruny, Blake E.		

DEFAULT – VIOLATION OF PROBATION:

Tab	Respondent
H-1	Halsey, Richard G.

MOTION TO VACATE/SET ASIDE:

Tab	Respondent	Tab	Respondent	Tab	Respondent
I-1	King, Howard J.	I-2	Lawrence, Donald K	I-3	Lewis, Olajuwon

VOLUNTARY DISMISSAL:

Tab	Respondent	Tab	Respondent	Tab	Respondent
J-1	Hurst, Sidney B.	J-2	Ortino, Erin N.	J-3	Randolph, Jackie M.

DEFAULT – EOR RECEIVED AFTER 21 DAYS:

Tab	Respondent	Tab	Respondent	Tab	Respondent
K-1	Argote, Nestor L. REMOVED	K-4	Hadley, Ronnie D.	K-7	Snead, Michael L.
K-2	Bailey, Stephen D.	K-5	Harrell, Kevin A.		
K-3	Fisher, Kalin L.	K-6	Schrettenbrunner, Alayna M.		

DEFAULT – TEA CERTIFICATION DENIAL:

Tab	Respondent	Tab	Respondent	Tab	Respondent
L-1	Alexander, Teresa M.	L-6	Gray, Tristan	L-11	Phillips, Michael B.
L-2	Alston, Lashaun L.	L-7	Louis, Fene	L-12	Stovall, Briana S.
L-3	Davis, Shakyla	L-8	McCorvey, Brianna	L-13	Turnquest, Verlon
L-4	Fairbanks, Evan	L-9	Mobley-Robinson, Tasheika		
L-5	Farthing, Angela	L-10	Palmer, Bobby D.		

INFORMAL – TEA CERTIFICATION DENIAL:

Tab	Respondent	Tab	Respondent	Tab	Respondent
M-1	Bernese, Lonnie M.	M-3	Streight, Kevin P.	M-4	Jones, Chamirria ADDENDUM
M-2	Mullins, Trasha D.				

2026 – 2027 COMMISSION MEETINGS

Criminal Justice Standards and Training Commission	
2026	**2027**
February 16 – 19, 2026 Orlando Marriott Lake Mary 1501 International Parkway Lake Mary, Florida 32746 Hotel Telephone: 407-995-1100	**February 15 – 18, 2027** Orlando Marriott Lake Mary 1501 International Parkway Lake Mary, Florida 32746 Hotel Telephone: 407-995-1100
May 11 – 14, 2026 Wyndham Grand Jupiter at Harbourside Place 122 Soundings Avenue Jupiter, Florida 33477 Hotel Telephone: 561-273-6600	**May 10 – 13, 2027** Wyndham Grand Jupiter at Harbourside Place 122 Soundings Avenue Jupiter, Florida 33477 Hotel Telephone: 561-273-6600
August 3 – 6, 2026 Sandestin Golf and Beach Resort 9300 Emerald Coast Pkwy West Miramar Beach, Florida 32550 Hotel Telephone:	**August 2 – 5, 2027** Sandestin Golf and Beach Resort 9300 Emerald Coast Pkwy West Miramar Beach, Florida 32550 Hotel Telephone:
November 2 – 5, 2026 (Tentative) World Equestrian Center 1390 NW 80th Avenue Ocala, Florida 34482 Hotel Telephone:	**October 25 – 28, 2027** World Equestrian Center 1390 NW 80th Avenue Ocala, Florida 34482 Hotel Telephone:

Meeting locations and dates are subject to change.

19-MEMBER CRIMINAL JUSTICE STANDARDS AND
TRAINING COMMISSION MEMBERSHIP

Secretary of the Department of Corrections	Attorney General
Regional Director Brian D. Riedl, **Proxy for Florida Department of Corrections Secretary Ricky D. Dixon (Effective 11/19/2021)** Florida Department of Corrections, Region 3 Office 19225 U.S. Highway 27 Clermont, Florida 34715-9025 Telephone Number: 352-989-9355 E-mail: Brian.Riedl@fdc.myflorida.com Secretary/Assistant: Tracy Smith, 352-989-9356 E-mail: Tracy.Smith2@fdc.myflorida.com Term: Not applicable	**Investigator George Lofton – Vice Chairman** **Proxy for Attorney General James Uthmeier** **(Effective 1/30/2019)** Office of The State Attorney 6th Judicial Circuit of Florida Pinellas and Pasco Counties Bruce Bartlett, State Attorney P.O. Box 17500 Clearwater, Florida 33762-0500 Telephone Number: 727-464-7628 E-mail: GeorgeLofton@flsa6.gov Term: Not applicable
Director of Florida Highway Patrol	**County Correctional Institution Head**
Colonel Gary L. Howze II Florida Department of Highway Safety and Motor Vehicles Division of Florida Highway Patrol Neil Kirkman Building, MS#1 2900 Apalachee Parkway Tallahassee, Florida 32399-0500 Telephone Number: 850-617-3100 E-mail: GaryHowze@flhsmv.gov Secretary/Assistant: Vicki Harman, 850-617-3100 E-mail: VickiHarman@flhsmv.gov Term: Not applicable	**Major Skott Jensen** Lake County Sheriff's Office 360 W. Ruby St. Tavares, Florida 32778 Telephone Number: 352-742-4061 Email: skott.jensen@lcso.org Secretary/Assistant: Cathy Lee, 352-742-4054 Email: cathy.lee@lcso.org First Term: 10/24/2023 – 8/1/2027
Sheriffs (3)	
Sheriff Tommy Ford – Chairman Bay County Sheriff 3421 North Highway 77 Panama City, Florida 32405-5009 Telephone Number: 850-248-2078 E-mail: tommy.ford@bayso.org Secretary/Assistant: Theresa Anglin, 850-248-2078 E-mail: theresa.anglin@bayso.org Partial Term: 4/13/2018 – 8/1/2018 First Term: 8/23/2018 – 8/1/2022 Second Term: 8/2/2022 – 8/1/2026	**Sheriff Robert "Wayne" Ivey** Brevard County Sheriff 700 S. Park Avenue Titusville, Florida 32780 Telephone Number: 321-264-5201 E-mail: wayne.ivey@bcso.us Secretary/Assistant: Deputy Kelsey Artus, 321-298-1991 E-mail: kelsey.artus@bcso.us Partial Term: 3/11/2022 – 8/1/2025 First Term: 7/22/2025 – 8/1/2029
Sheriff William "Billy" Woods Marion County Sheriff P.O. Box 1987 Ocala, Florida 34478 Telephone Number: 352-368-3510 E-Mail: wwoods@marionso.com Secretary/Assistant: Nichole Dodd, 352-369-6789 E-mail: ndodd@marionso.com Partial Term: 7/22/2025 – 8/1/2028	

Chiefs of Police (3)	
VACANT	**Chief Todd R. Garrison** North Port Police Department 4980 City Hall Blvd. North Port, Florida 34286 Telephone Number: 941-429-7306 E-Mail: tgarrison@northportpdfl.gov Secretary/Assistant: Jamie Ebershoff, 941-429-7434 E-mail: jebershoff@northportpdfl.gov Partial Term: 7/22/2025 – 8/1/2027
Chief Robert Bage Fort Walton Beach Police Department 7 Hollywood Blvd., NE Fort Walton Beach, Florida 32548 Telephone Number: 850-833-9532 E-mail: rbage@fwb.org Secretary/Assistant: SaWanna Graves, 850-833-9547 E-mail: sgraves@fwb.org Partial Term: 3/11/2022 – 8/1/2024	
Law Enforcement Officers (5) who are the Rank of Sergeant or Below	
Sergeant Steadman Stahl Miami-Dade County Sheriff's Office 10680 NW 25th Street Doral, Florida 33172 Telephone Number: 305-593-0044 Ext. 315 E-mail: steadman@dcpba.org Secretary/Assistant: Kim Gregson, 732-691-2276 E-mail: kim@dcpba.org Partial Term: 7/22/2025 – 1/1/2029	**Officer Brandon Barclay** Tampa Police Department 411 N. Franklin St. Tampa, Florida 33602 Telephone Number: 813-228-8900 Email: Brandon@tampapba.org Secretary/Assistant: Kristina Duran, 813-228-8900 Email: Kristina@tampapba.org Partial Term: 7/22/2025 – 8/25/2028
Sergeant James Reaves Jacksonville Sheriff's Office 5530 Beach Blvd Jacksonville, Florida 32207 Telephone Number: 904-398-7010 E-mail: rreaves@fop530.com Secretary/Assistant: Megan Gibbs, 904-398-7010 E-mail: mgibbs@fop530.com Partial Term: 3/11/2022 – 8/1/2025	**Range Master Christopher Nebbeling** West Palm Beach Police Department 600 Banyan Boulevard West Palm Beach, Florida 33401 Telephone Number: **561**-822-1899 E-mail: cnebbeling@wpb.org Partial Term: 4/9/2021 – 8/1/2021 First Term 3/11/2022 – 8/1/2025
Sergeant Chase Horne Escambia County Sheriff's Office 1700 West Leonard Street Pensacola, Florida 32501 Telephone: 850-786-7157 Email: chase@flpba.org Partial Term: 7/22/2025 – 8/1/2028	

Correctional Officers (2) Administrator of a State Correctional Institution and a Sergeant or Lower Rank	
VACANT	**Sergeant Edgar Rosa** Orange County Corrections Department 3741 Vision Blvd. Orlando, Florida 32939 Telephone Number: 407-448-8318 E-mail: EdgarM.rosa@ocfl.net Partial Term: 3/11/2022 – 8/1/2022 First Term: 10/21/2022 – 8/1/2026
Training Center Director	**State Resident**
VACANT	**Dr. James D. Sewell** 301 2nd Street North, #4 St. Petersburg, Florida 33701 Telephone Number: 727-821-5014 E-mail: jimdsewell@aol.com Partial Term: 6/18/2021 – 8/1/2021 First Term: 3/11/2022 – 8/1/2025

Commission Attorney
Chief Assistant Statewide Prosecutor Brian Fernandes Office of the Attorney General 107 West Gaines Street, Suite 531 Tallahassee, Florida 32399 Telephone Number: 850-414-3488 E-mail: Brian.fernandes@myfloridalegal.com Executive Assistant: Beth Decker, 813-287-7209 E-mail: Beth.Decker@myfloridalegal.com

Criminal Justice Professionalism, Standards and Training Services Management		FDLE Counsel	
Director Chad Brown	**850-410-8611**	**Attorney Supervisor Natalie Bielby**	**850-410-7681**
Deputy Director Steve Outlaw	**850-410-8629**	**General Counsel Kate Holmes**	**850-410-7682**
Bureau Chief Ashley Pennington Bureau of Training	**850-410-8673**	**Deputy General Counsel Jason Harrison**	**850-410-7679**
Bureau Chief Glen Hopkins Bureau of Standards	**850-410-8660**	**Assistant General Counsel Andy Digby**	**850-410-7020**
Bureau Chief Chris Johnson Bureau of Professional Development	**850-410-7800**		
Florida Department of Law Enforcement Criminal Justice Professionalism Standards and Training Services 2331 Phillips Road Tallahassee, Florida 32308		Florida Department of Law Enforcement Office of Executive Director 2331 Phillips Road Tallahassee, Florida 32308 **Alternate Mailing Address:** Post Office Box 1489 Tallahassee, Florida 32302-1489	

Criminal Justice Standards and Training Commission

MINUTES OF THE FEBRUARY 19, 2026 COMMISSION MEETING

Chairman Ford called the Criminal Justice Standards and Training Commission Business Meeting to order on February 19, 2026, held at the Orlando Marriott Lake Mary, Lake Mary, Florida.

OFFICERS KILLED IN THE LINE OF DUTY

The Commission paused for a moment of silence to honor the memories of the following fallen officers: Correctional Officer James Alexander Jackson from the Florida Department of Corrections, Corporal Marcial Rodriguez from the Citrus County Sheriff's Office, Deputy Sheriff Devin Jaramillo from the Miami-Dade Sheriff's Office, Sergeant Terri Jean Sweeting-Mashkow from the Indian River County Sheriff's Office and Trooper Michael Diego from the Florida Highway Patrol.

PLEDGE OF ALLEGIANCE, INVOCATION, AND SPECIAL THANKS

Chairman Ford thanked the following agency individuals for participating in the Commission's meeting activities: Trooper Marie Palisin-Bonilla, Trooper Brian Fernandez, and Trooper Jonathan Ortiz of the Florida Highway Patrol for providing security; and Director David Miller of the Seminole State College, Center for Public Safety for leading the audience in the Pledge of Allegiance; and Chaplain Gary Richards of the Seminole County Sheriff's Office for giving the invocation.

BUSINESS MEETING AGENDA

COMMISSION MEMBERS PRESENT OR ABSENT

The roll was called and the following 12 Commission members represented a quorum:

1. *Sheriff Tommy Ford, Chairman*
   Bay County Sheriff's Office
   3421 North Highway 77
   Panama City, FL 32405-5009
   Telephone: 850-248-2078

2. *Sheriff Wayne Ivey*
   Brevard County Sheriff's Office
   700 S. Park Avenue
   Titusville, FL 32780
   Telephone: 321-264-5201

3. *Sheriff William "Billy" Woods (Absent)*
   Marion County Sheriff's Office
   P.O. Box 1987
   Ocala, Florida 34478
   Telephone: 352-368-3510

4. *Colonel Gary L. Howze, II (Absent)*
   Florida Department of Highway Safety and Motor Vehicles
   Division of Florida Highway Patrol
   2900 Apalachee Parkway, Tallahassee, FL 32399-0500
   Telephone: 850-617-3100

5. **Investigator** *George Lofton, Vice-Chairman*
   proxy for Attorney General James Uthmeier
   Office of the State Attorney 6th Judicial Circuit of Florida
   Pinellas and Pasco Counties
   P.O. Box 17500
   Clearwater, FL 33762-0500
   Telephone: 727-251-0488

6. *Regional Director Brian D. Riedl,*
   proxy for Florida Department of Corrections
   Secretary Ricky D. Dixon
   Florida Department of Corrections, Region 3 Office
   19225 U.S. Highway 27
   Clermont, Florida 34715-9025
   Telephone: 352-989-9113

7. *Chief Robert Bage*
   Fort Walton Beach Police Department
   7 Hollywood Blvd. N.E.
   Fort Walton Beach, FL 32548
   Telephone: 850-833-9532

8. *Chief Todd R. Garrison*
   North Port Police Department
   4980 City Hall Blvd.
   North Port, Florida 34286
   Telephone: 941-429-7306

9. *Sergeant James Reaves (Absent)*
   Jacksonville Sheriff's Office
   5530 Beach Road,
   Jacksonville, FL 32207
   Telephone: 904-398-7010

10. *Range Master Christopher Nebbeling*
    West Palm Beach Police Department
    600 Banyan Boulevard
    West Palm Beach, FL 33401
    Telephone: 561-822-1899

11. *Sergeant Chase Horne*
    Escambia County Sheriff's Office
    1700 West Leonard Street
    Pensacola, Florida 32501
    Telephone: 850-786-7157

12. *Officer Brandon Barclay*
    Tampa Police Department
    411 N. Franklin St.
    Tampa, Florida 33602
    Telephone: 813-228-8900

13. *Sergeant Steadman Stahl (Absent)*
    Miami-Dade County Sheriff's Office
    10680 NW 25th Street
    Doral, Florida 33172
    Telephone: 305-593-0044 Ext. 315

14. *Sergeant Edgar Rosa*
    Orange County Corrections Department
    3741 Vision Blvd., Orlando, FL 32939
    Telephone: 407-448-8318

15. *Dr. James D. Sewell*
    301 2nd Street North #4, St. Petersburg, FL 33701
    Telephone: 727-821-5014

16. *Major Skott Jensen*
    Lake County Sheriff's Office
    360 W. Ruby St., Tavares, FL 32778
    Telephone: 352-742-4061

Commission Attorney
Office of the Attorney General
Chief Assistant Statewide Prosecutor
Brian Fernandes
107 West Gaines Street, Suite 531
Tallahassee, FL 32399
Telephone: 850-414-3488

SUNSHINE LAW

Commission Attorney Brian Fernandes stated that the Sunshine Law applies to agenda items on the Business Agenda and Commission members shall not have conversations with another Commission member or in the presence of another Commission member about agenda items currently pending before the Commission. Commission members may discuss agenda items with another Commission member during the Commission meeting and may have conversations with Commission staff and other individuals about the agenda items prior to the Commission meeting.

APPROVAL OF THE FEBRUARY 2026 COMMISSION MEETING AGENDA

Chairman Ford asked if there were any amendments to the February 2026 Commission meeting agenda. Commission Secretary Kim Rowell stated there were no amendments.

RECOMMENDATION: Chairman Ford requested a motion to approve the February 2026 Commission meeting agenda.

COMMISSION ACTION: *Commissioner Riedl moved that the Commission approve the minutes; seconded by Commissioner Sewell; motion carried.*

APPROVAL OF THE OCTOBER 2025 COMMISSION MEETING MINUTES

Chairman Ford asked if there were any amendments to the October 2025 Commission meeting minutes. Commission Secretary Kim Rowell stated there were no amendments.

RECOMMENDATION: Chairman Ford requested a motion to approve the October 2025 Commission meeting minutes.

COMMISSION ACTION: *Commissioner Riedl moved that the Commission approve the minutes; seconded by Commissioner Sewell; motion carried.*

TRAINING CENTER DIRECTORS' ASSOCIATION REMARKS

TCDA Chairman Rick Davis, Director of the North Florida College, Public Safety Academy provided the following report from the February 18, 2026, business meeting.

Introduction of New Directors – Chairman Davis welcomed and introduced five (5) new training center directors: Director Tanesha Braunskill from the Orlando Police Training Center; Director JD Dominguez from the Suncoast Technical College, Criminal Justice Academy; Director Scott Griffith from the Lee County Sheriff's Office, Criminal Justice Academy; Director Joseph McCollom from the Orange County Sheriff's Training Center; and Associate Director Joe Siple from the Santa Fe College, Institute of Public Safety.

FEMA IS-100 and IS-700 Training: – Chairman Davis mentioned that the TCDA requested a petition of waiver of Rule 11B-30.006(2), F.A.C., for sixty-nine basic recruit students due to the government shutdown in 2025. He explained that they were able to collaborate with the state of Louisianna and the Florida Department of Emergency Management (FDEM) to fulfill requirements that would enable these recruits to complete their training, take the state exam, graduate and continue with their employment. Chairman Davis highlighted that during their committee discussions, a shared consensus emerged regarding two options. He indicated a desire to explore these two options: the first being to provide the ICS training through the FDEM. This approach would align with the federal guidelines for agencies applying for federal grants and so forth; the second option would involve removing the ICS training from basic recruit curriculum and delegating that responsibility to the agencies. He also noted that the TCDA would like to see if the requirement could be moved in conjunction with the FDEM and the ICS 100, 700 training into the curriculum overseen by the CJSTC.

Physical Training (PT) Discussion – Chairman Davis informed the Commission regarding discussion on the current requirement for physical training. Both the corrections and law enforcement academies are required to conduct a physical assessment within the first two weeks of starting the academy and to assess again within the last two weeks of the academy. That data is recorded on the 67A form and input into the ATMS database, which is maintained and audited. He said that there has been an inquiry regarding what is happening with that data now that it has been gathered for years, and whether there is a plan to reevaluate the assessment to determine if there is a need to continue to keep it in place. He added that the goal is not to eliminate physical training out of the academies, but rather to seek clarity on the data that is being documented and stored in the database. He inquired if there is a need for further investigation to determine if the physical training assessment should continue, suggesting that the training centers might have more leeway regarding the timing and method of physical training. In summary, Chairman Davis emphasized the importance of the data collected and documented on the 67A form, questioning whether it warrants reassessment or being done differently. Chairman Ford commented saying physical fitness at times can be an issue in public safety and instilling good habits in recruits is important and having some element of that physical training is critical.

Vehicle Operations Rewrite – Director Mike Bond from the Lake Technical College, Criminal Justice Academy mentioned that the High Liability Committee concluded that the vehicle ops needed a rewrite since it had been almost a decade since the last major rewrite. The committee was comprised of fourteen SMEs from various sheriff's offices, police departments, and training centers. Over the course of nine months, they came up with a list of recommendations that they believe should be changed in the curriculum. Director Bond also presented a video that illustrated the proposed changes to the proficiency exercises, allowing the Commission to preview the changes and

get an early look at the process. The proposed curriculum is scheduled to go into effect July 1, 2028. Chairman Davis congratulated the High Liability Committee for their hard work as well as the SME's involved in the process.

Commissioner Bage pointed out that a common theme in all the rewrites or updates is the involvement of SMEs who are all experts. He inquired if non-experts can be a part of the working groups and asked if it is realistic for the average officer to do what the SMEs can do. He also said that he would like to see a larger pilot study conducted to ensure that the content is reasonable so that when it is presented to the Commission for approval, it is fully ready to get approved.

Chairman Ford stated that when the Commission approves training programs it has the names of the Commission and is not approved by FDLE or training centers. It is CJSTC approved training. He noted that discussions with FDLE have been focused on creating more robust presentations similar to the vehicle ops video. He expressed his gratitude to Director Bond and the High Liability Committee for putting together the presentation and stated that the Commission is responsible for knowing what is included in the courses and approving them even though they rely heavily on and appreciate the commitment of SME's and staff. He further stated that conversations have been held with staff regarding the necessity of having a validation process in which the SMEs develop the courses and then push them out to agencies to help validate the course before the final rollout. Additionally, he stated the need to establish a standardized approach to appealing courses after they have received approval by the Commission instead of addressing concerns reactively. Chairman Ford noted that there will be further discussions on how the Commission approves and evaluates courses and which information is being presented to them when they make the decision to move forward with the course approvals.

Red Dot Systems (RDS) – Chairman Davis mentioned that there were discussions during the committee meetings from Tuesday regarding the optics for red dots, and the TCDA's position is to keep the basic recruit firearms course unchanged and continue to follow the current curriculum.

TCDA Executive Board Changes - During the TCDA Business Meeting on Wednesday, February 18th Director Rick Davis was elected to the role of chairman and Director Kelly Hildreth of the Florida Highway Patrol was elected as treasurer.

AGENDA ITEM 1: CRIMINAL JUSTICE PROFESSIONALISM, STANDARDS AND TRAINING SERVICES UPDATES

Director Chad Brown of the Criminal Justice Professionalism, Standards and Training Services Division (CJPSTS) gave an update on Division and legislative initiatives.

Trust Fund Update: Director Brown provided a report regarding the Criminal Justice Standards and Training Trust Fund revenues. The Fiscal Year 2025-2026 operating budget is $18.65 million between general revenue and the CJST trust fund. Officer training disbursements for the third quarter of the fiscal year exceed $4.8 million. The cash balance as of December 31st was $9.5 million.

Legislative Updates: Director Brown stated that the Legislature is in the last month of the current session and FDLE is monitoring a lot of bills.

- **Senate Bill 1734 and companion House Bill 1153: Juvenile Justice** – Revising the definition of the term "officer" in s. 943.10(14), F. S., to include juvenile detention officers and juvenile probation officers. He mentioned that the bill was actively moving and received a favorable vote by the Senate Fiscal Policy Committee the week prior to the commission meeting. If the bill is passed, it will be a step towards the CJSTC having oversight and regulatory authority over the 1,800 juvenile detention officers and juvenile probation officers. He indicated that to begin the process, staff will conduct job task analysis to facilitate legally defensible curriculum development for both juvenile detention officers and juvenile probation officers, which will also include cross-training to law enforcement corrections and correctional probation disciplines.

- **Senate Bill 418 and companion House Bill 365: Law Enforcement Officer Interactions with Individuals with Autism Spectrum Disorder (ASD)** – This bill will create a program to help individuals with ASD communicate with law enforcement officers and mandates topics to be included in CJSTC training. Revision to the current four-year CJSTC specialized course, Autism Spectrum Disorder and Awareness will be presented in May for approval.
- **House Bill 849 and companion Senate Bill 524: Department of Law Enforcement** – Director Brown stated that this bill addresses several specific matters of interest related to the CJSTC. This bill clarifies that law enforcement curriculum is approved by CJSTC and not FDLE. The bill clarifies that the Commission must act independently of any law enforcement agency. The bill will also amend the notification process for serving administrative complaints allowing staff to attempt notification via certified mail and e-mail. If proof of service is not provided, the process is streamlined. Staff must attempt to contact the last known telephone number of the officer and post a notice on the front page of the CJSTC website, eliminating the need for personal constructive service. This change will have a direct effect on Bureau of Standards officer discipline cases, streamlining how notifications are made and helping with the workload in the officer discipline section.

CJPSTS Division Update: Director Brown introduced Steve Outlaw as the new Deputy Director of Criminal Justice Professionalism, Standards and Training Services Division.

AGENDA ITEM 2: CRIMINAL JUSTICE STANDARDS AND TRAINING TRUST FUND AUDIT RECOMMENDATIONS: REGIONS I, II, IV, V, VII, VIII, X, XII, AND XIII FOR FY 2024-2025

Bureau Chief Glen Hopkins presented this agenda item to the Commission and provided the trust fund revenue audit recommendations. Bureau Chief Hopkins also acknowledged the perfect audits were presented on Wednesday, February 18, 2026.

1. 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.

2. 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.

3. Perfect Audits: <u>2024-2025</u>

Region I: George Stone Technical College, Criminal Justice Training Center
Northwest Florida State College, Criminal Justice Training Center

Region IV: North Florida College, Public Safety Academy
Santa Fe College, Institute of Public Safety

Region V: St. Johns River State College, Criminal Justice Training Program

Region VII: Criminal Justice Academy of Osceola
Lake Technical College, Criminal Justice Academy
Seminole County Law Enforcement and Corrections Academy
Seminole State College, Center for Public Safety

Region VIII: Polk State College, Kenneth C. Thompson Institute of Public Safety

Region X: Lee County Sheriff's Office Criminal Justice Academy
Sarasota County Sheriff's Office Corrections Training Academy

Region XII: Palm Beach State College, Criminal Justice Institute

Region XII: Broward College, Institute of Public Safety
Broward County Sheriff's Office, Institute for Criminal Justice Studies

RECOMMENDATION: Commission staff recommended the Commission approve the audit findings and recommended corrective actions Regions I, II, IV, V, VII, VIII, X, XII, and XIII for Fiscal Year 2024-2025.

COMMISSION ACTION: *Commissioner Riedl moved that the Commission adopt Commission Staff's recommendation; seconded by Commissioner Nebbeling, motion carried.*

AGENDA ITEM 3: CRIMINAL JUSTICE AGENCY PROFILE (CJAP) REPORT FOR 2025

Bureau Chief Glen Hopkins presented this agenda item to the Commission because Section 943.18, F.S., requires that the Criminal Justice Standards and Training Commission, "...make a comprehensive study of the compensation and benefits paid to law enforcement and correctional officers throughout the state.," to include factors upon which compensation is based. This report is intended for use by law enforcement and correctional agencies, as well as local and state governments, as a tool to evaluate the sufficiency of compensation paid to criminal justice personnel throughout Florida.

1. The 2025 CJAP Report contains information on officer demographics, compensation, benefits, training programs, and specialized units. The report is available on the FDLE internet site (www.fdle.state.fl.us). From the home page select "Quick Links". The Criminal Justice Agency Profile Report appears alphabetically in the links listed under 'Criminal Justice Professionalism Division'.
2. The 2025 CJAP Report is separated by disciplines for a comparison of compensation and benefits of responding agencies. The data was collected from surveys distributed to the agency heads of all state, county, and city law enforcement and correctional agencies, and is based on the minimum compensation for entry-level officers.

RECOMMENDATION: Commission staff requested that the Commission review and approve the 2025 CJAP Report. The 2025 CJAP survey results have been placed on the FDLE website and available to criminal justice agencies and the public.

COMMISSION ACTION: *Commissioner Barclay moved that the Commission adopt staff's recommendation; seconded by Commissioner Garrison; motion carried.*

AGENDA ITEM 4A (1-5): OFFICER TRAINING: INSTRUCTOR GUIDES – FLORIDA BASIC RECRUIT TRAINING PROGRAMS

Bureau Chief Ashley Pennington presented this agenda item to the Commission to request approval of the updates to the instructor guides for the Basic Recruit Training programs.

4A-1: Law Enforcement, Version 2026.07 (Update)
4A-2: Law Enforcement Auxiliary Academy, Version 2026.07 (Update)
4A-3: Florida Correctional Officers, Version 2026.07 (Update)
4A-4: Florida Correctional Probation Officer Training Academy, Version 2026.07 (Update)
4A-5: High Liability, Version 2026.07 (Update)

1. The Commission reviews and updates its basic recruit training programs annually to ensure they reflect current legislation and are responsive to the training needs of entry-level officers.

2. The instructor guides were updated to reflect curriculum content approved by the Commission on October 30, 2025. This will include updates as a result of legislative changes or other revisions made in 2025 as a result of curriculum alerts.

RECOMMENDATION: Commission staff recommended the Commission approve the updates to the instructor guides for the Florida Basic Recruit Training Programs.

COMMISSION ACTION: *Commissioner Sewell moved that the Commission adopt staff's recommendation; seconded by Commissioner Horne; motion carried.*

AGENDA ITEM 4B-1: OFFICER TRAINING: APPROVAL OF THE REVISION OF ADVANCED COURSE, #036, INJURY & DEATH INVESTIGATIONS

Bureau Chief Ashley Pennington presented this agenda item to the Commission to request approval of the revision of Advanced Course, #036, Injury & Death Investigations.

1. The Commission is responsible for maintaining advanced training program courses for Commission-certified law enforcement, correctional, and correctional probation officers. Courses in the Advanced Training Program may be delivered using Criminal Justice Standards and Training Officer Training Trust Fund Monies.
2. Every year, several law enforcement officers throughout Florida attend and complete the 40-hour Advanced Course, #036, Injury and Death Investigations. The training was developed years ago and needed a revision. Therefore, Commission staff decided to update the course to ensure that Florida law enforcement officers receive the most current training on how to investigate death cases.
3. Commission staff worked with subject matter experts (SMEs) to update the curriculum to reflect contemporary methods and best practices for investigating death cases in the state of Florida. These updates include additional information on injury and death recognition, case-specific responses, scene management, scene reconstruction, working with third parties, and delivering death notifications. The SME workgroup also developed optional scenarios to help officers understand how to investigate some of the different types of death cases they are likely to encounter.

RECOMMENDATION: Commission staff recommended the Commission to approve the revised 40-hour Advanced Course, #036, Injury & Death Investigations, in the Advanced Training Program with an effective date of February 19, 2026.

COMMISSION ACTION: *Commissioner Jensen moved that the Commission adopt staff's recommendation; seconded by Commissioner Sewell; motion carried.*

AGENDA ITEM 4C-1: OFFICER TRAINING: APPROVAL TO RETIRE SPECIALIZED COURSE, #1197, SELECTIVE TRAFFIC ENFORCEMENT PROGRAM COURSE FOR RED LIGHT CAMERAS

Bureau Chief Ashley Pennington presented this agenda item to the Commission to request approval to retire Specialized Course, #1197, Selective Traffic Enforcement Program Course for Red Light Cameras.

1. The Commission is responsible for maintaining specialized training program courses for Commission-certified law enforcement, correctional, and correctional probation officers. Courses in the Specialized Training Program may be delivered using Criminal Justice Standards and Training Officer Training Trust Fund Monies.
2. In 2023, House Bill 657 was approved by the legislature to require the Florida Department of Transportation (FDOT) to set standards for speed detection systems (SDS) and authorize traffic infraction enforcement officers, who receive the proper training, to enforce SDS violations in school zones. In response, Commission staff developed a new course that provides instruction on how to enforce SDS and red-light camera system violations.
3. The development and approval of the new Specialized Course, #3031, Selective Traffic Enforcement Program Course for Traffic Enforcement Camera Systems renders the Specialized Course, #1197, Selective Traffic Enforcement Program Course for Red Light Cameras obsolete.

RECOMMENDATION: Commission staff recommended the Commission to retire Specialized Course, #1197, Selective Traffic Enforcement Program Course for Red Light Cameras with an effective date of February 19, 2026.

COMMISSION ACTION: *Commissioner Nebbeling moved that the Commission adopt staff's recommendation; seconded by Commissioner Garrison; motion carried.*

AGENDA ITEM 4C-2: OFFICER TRAINING: APPROVAL OF SPECIALIZED COURSE, #3031, SELECTIVE TRAFFIC ENFORCEMENT PROGRAM COURSE FOR TRAFFIC ENFORCEMENT CAMERA SYSTEMS.

Bureau Chief Ashley Pennington presented this agenda item to the Commission to request approval of Specialized Course, #3031, Selective Traffic Enforcement Program Course for Traffic Enforcement Camera Systems.

1. The Commission is responsible for maintaining specialized training program courses for Commission-certified law enforcement, correctional, and correctional probation officers. Courses in the Specialized Training Program may be delivered using Criminal Justice Standards and Training Officer Training Trust Fund Monies.
2. In 2023, House Bill 657 was approved by the legislature to require the Florida Department of Transportation (FDOT) to set standards for speed detection systems (SDS) and authorize traffic infraction enforcement officers to enforce SDS school zone violations.
3. Commission staff worked with subject matter experts (SMEs) to develop a new curriculum to include instruction on how to enforce SDS school zone violations in addition to red-light camera violations. The new curriculum also includes updated notice of violation, affidavit, and uniform traffic citation examples for both camera system violations.

RECOMMENDATION: Commission staff recommended the Commission approve the 24-hour Specialized Course, #3031, Selective Traffic Enforcement Program Course for Traffic Enforcement Camera Systems in the Specialized Training Program with an effective date of February 19, 2026.

COMMISSION ACTION: *Commissioner Sewell moved that the Commission adopt staff's recommendation; seconded by Commissioner Horne; motion carried.*

AGENDA ITEM 5A: REQUEST FOR VARIANCES OR WAIVER OF RULE: PETITION FOR A PERMANENT WAIVER OF RULES 11B-27.002(4) AND 11B-35.009, F.A.C., BY PAUL RYAN YOUNG

Bureau Chief Glen Hopkins presented this agenda item to the Commission by Paul Ryan Young to request a permanent waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C.

Mr. Young was present and requested this agenda item be moved to the May 2026 CJSTC meeting.

RECOMMENDATION: Commission staff notified the Commission, per the petitioner's request, this agenda item was rescheduled to the meeting in May.

COMMISSION ACTION: *No commission action was taken.*

AGENDA ITEM 5B: REQUEST FOR VARIANCES OR WAIVER OF RULE: PETITION FOR A PERMANENT WAIVER OF WAIVER OF RULE 11B-30.006(2)(A), F.A.C. BY DIRECTOR RICK DAVIS

Bureau Chief Glen Hopkins presented this agenda item to the Commission by Director Rick Davis to request a permanent waiver of Rule 11B-30.006(2)(a), F.A.C. Director Rick Davis was present.

RECOMMENDATION: Commission staff recommended that the Commission GRANT the petition for a waiver of Rule 11B-30.006(2)(a), F.A.C.

COMMISSION ACTION: *Commissioner Sewell moved that the Commission approve Commission staff's recommendation and GRANT the waiver; seconded by Commissioner Bage; the motion carried.*

AGENDA ITEM 5C: REQUEST FOR VARIANCES OR WAIVER OF RULE: PETITION FOR A PERMANENT RULE 11B-27.002(4), F.A.C., BY DAVID REMUS, JR.

Bureau Chief Glen Hopkins presented this agenda item to the Commission by David Remus, Jr. to request a permanent waiver of Rule 11B-27.002(4), F.A.C.

RECOMMENDATION: Commission staff recommended that the Commission DENY the petition for a waiver of Rule 11B-27.002(4)(a), F.A.C.

COMMISSION ACTION: *Commissioner Bage moved that the Commission reject staff's recommendation and GRANT the waiver with the stipulation that Mr. David Remus, Jr., become employed with a Florida law enforcement agency and pass the State Officer Certification Exam by January 1, 2027; seconded by Commissioner Ivey; motion carried with a roll call vote of 8 to 4.*

AGENDA ITEM 6: CRIMINAL JUSTICE EXCELLENCE REPORT: MEASURING SUICIDE AMONG ACTIVE AND FORMER SWORN LAW ENFORCEMENT PERSONNEL: A STATE-LEVEL, PROOF -OF-CONCEPT METHODOLOGY

Director Chad Brown, Bureau Chief Brett Kirkland, and Research Manager Matthew Sharp provided a presentation on a peer-reviewed research publication from the Criminal Justice Excellence section related to novel, state-level methodology to accurately identifying suicides among both active and former sworn law enforcement and correctional officers. The approach addresses a longstanding national challenge: the inability to consistently track former officers due to gaps in occupational history data.

Of the 2.37 million Florida death records screened from 2013 to 2023, a total of 36,970 suicides were identified. These suicide death records were cross referenced with the FDLE's Automated Training Management System to identify how many suicide decedents possessed an officer certification. Comparing the decedent's date of death and employment separation date allowed for classification of former or active officer status. This method identified 444 suicide deaths among active and former officers combined. There were 332 suicide deaths among former officers; 184 were former law enforcement officers and 148 were former correctional officers. There were 112 suicides among total active officers; 77 were law enforcement officers and 35 were correctional officers.

The presentation concluded with a discussion of the future direction for this research, which includes expanding the application of this methodology to other states and other occupations in public safety.

Chairman Ford asked Director Brown to draft a resolution for all authors of this report on behalf of the Commission commending them on the research going into this report. He stated that it has very broad and important implications to the law enforcement profession regarding how to handle current officers; it also enables further discussion with service providers, the legislature and each agency. Furthermore, it highlights the need to allow retired officers to avail themselves of the benefits of mental health programs that are put in place.

AGENDA ITEM 7: COLONEL LEE ADAMS, FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES OFFICE OF AGRICULTURAL LAW ENFORCEMENT: USE OF OPTICS FOR HANDGUNS IN BASIC RECRUIT TRAINING

Colonel Lee Adams, who serves as the Director of the Office of Agricultural Law Enforcement at the Florida Department of Agriculture and Consumer Services, spoke to the Commission concerning the creation of a training course for pistol optics. He mentioned that a survey conducted through FSA and the FPCA revealed that 75% of law enforcement agencies in Florida use pistol optics, yet there is no curriculum available to train officers on malfunction drills or how to use them. Colonel Adams urged the Commission to authorize the SME committee to revisit the pistol

optics course and to include it as part of the firearms training curriculum. He clarified that this request has nothing to do with the basic recruit training curriculum.

COMMISSION ACTION: Further discussion was held between Colonel Adams, FDLE staff, Commission members, and training center directors. **Chairman** *Ford made a motion for FDLE to develop a work group with SMEs, staff, and training center directors to research the issue and report back to the Commission within the next six months; seconded by Vice-Chairman Lofton; motion carried***.**

UNAGENDAED ITEMS

Bureau Chief Glen Hopkins informed the Commission about the implementation of the long gun qualification that was scheduled to go into effect on July 1, 2026. He noted that due to the varying degrees of failure rates, staff recommended pulling the qualification language out of the rules package, which would allow staff the opportunity to thoroughly reassess the qualification standard and present it to the agencies, thus ensuring its success and effective usage. To align with the handgun qualification timeline, this change would need to be implemented on July 1, 2028.

COMMISSION ACTION: Further discussion was held and *Commissioner Bage made a motion to remove the long gun qualifications from the rules package for reconsideration by the Commission; seconded by Commissioner Ivey; motion carried.*

Commissioner Bage inquired about the state test scores from some academies, noting that Broward Academy consistently achieves a passing score rate above 90%, while other academies scored below a 60% average over a 12-month average. He asked if the discrepancy is analyzed or if there is any examination into why one academy performs above 90% while others fall into the 60% or lower range. Bureau Chief Ashley Pennington responded that this issue has been investigated numerous times over the years.

MEETING ADJOURNED

Chairman Ford requested a motion to adjourn the CJSTC Business Meeting; Vice-chair Lofton made the motion; seconded by Commissioner Horne.

OFFICER DISCIPLINE AGENDA

COMMISSION MEMBERS PRESENT OR ABSENT

Roll was called and the following 16 Commission members represented a quorum:

1. *Honorable Tommy Ford, Chairman*
   Bay County Sheriff
   3421 North Highway 77
   Panama City, FL 32405-5009
   Telephone: 850-248-2078

2. *Honorable Wayne Ivey*
   Brevard County Sheriff
   700 S. Park Avenue
   Titusville, FL 32780
   Telephone: 321-264-5201

3. *Honorable William "Billy" Woods (Absent)*
   Marion County Sheriff
   P.O. Box 1987
   Ocala, Florida 34478
   Telephone: 352-368-3510

4. *Colonel Gary L. Howze, II (Absent)*
   Florida Department of Highway Safety and Motor Vehicles
   2900 Apalachee Parkway
   Tallahassee, FL 32399-0500
   Telephone: 850-617-3100

5. *Investigator George Lofton, Vice-Chairman*
   proxy for Attorney General James Uthmeier
   Office of the State Attorney 6th Judicial Circuit of Florida
   Clearwater, FL 33762-0500
   Telephone: 727-251-0488

6. *Regional Director Brian D. Riedl, proxy for Florida Department of Corrections Secretary Ricky D. Dixon*
   Florida Department of Corrections, Region 3 Office
   19225 U.S. Highway 27
   Clermont, Florida 34715-9025
   Telephone: 352-989-9113

7. *Chief Robert Bage,* Fort Walton Beach Police Department
   7 Hollywood Blvd. N.E.
   Fort Walton Beach, FL 32548
   Telephone: 850-833-9532

8. *Chief Todd R. Garrison,* North Port Police Department
   4980 City Hall Blvd.
   North Port, Florida 34286
   Telephone: 941-429-7306

9. *Sergeant James Reaves (Absent)*
   Jacksonville Sheriff's Office
   5530 Beach Road
   Jacksonville, FL 32207
   Telephone: 904-398-7010

10. *Range Master Christopher Nebbeling*
    West Palm Beach Police Department
    600 Banyan Boulevard
    West Palm Beach, FL 33401
    Telephone: 561-822-1899

11. *Sergeant Chase Horne*
    Escambia County Sheriff's Office
    1700 West Leonard Street
    Pensacola, Florida 32501
    Telephone: 850-786-7157

12. *Officer Brandon Barclay*
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    Tampa, Florida 33602
    Telephone: 813-228-8900

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    3741 Vision Blvd.
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SUNSHINE LAW

Commission Attorney Brian Fernandes stated that the Sunshine Law applies to agenda items on the Disciplinary Agenda and Commission members shall not have conversations with another Commission member or in the presence of another Commission member about the agenda items currently pending before the Commission. Commission members may discuss the agenda items with another Commission member during the Commission meeting and may have conversations only with Commission staff or himself about the disciplinary cases prior to the Commission meeting.

APPROVAL OF THE FEBRUARY 2026 DISCIPLINARY AGENDA

Training and Research Manager Erica Gaines advised the Commission of the following amendments to the February 2026 disciplinary agenda:

Removed Cases – Tabs: D-1, Maleta, Michael F.; F-15, Davis, Jarvis M.; I-4, Schmittou, Mark A.; L-2, Devine, Robert M.; and L-4, Harrell, Kevin A.

Amended Discipline Recommendation – Tabs: A-17, Lorange, Chris F.; B-2, Adams, Benjamin D.; B-3, Adcox, Abigail M.; B-4, Black, Ervin S.; and B-18, Tyree, Christopher E.

Materials hand-carried – Tabs: B-12, Dent, Sha'naisha L.; B-18, Tyree, Christopher E.; F-35, Jones, Jama M.; and L-8, Perez Jr., Steven

RECOMMENDATION: Chairman Ford requested a motion to approve the amended February 19, 2026, disciplinary agenda.

COMMISSION ACTION: *Commissioner Sewell moved that the Commission approve the amended agenda; seconded by Commissioner Barclay; the motion carried.*

THE FOLLOWING DISCIPLINARY CASES ARE TRANSCRIBED IN THE ORDER THE CASES WERE PRESENTED BY THE FDLE COUNSEL:

<table>
<tr><td>Tab B-11, Case 52685

Informal Hearing-
Moral Character</td><td>Dennis, Tavarus A.
Respondent and agency present.</td><td>Misconduct/Guideline Penalty: Misuse Of Public Position; (11-23-2024); (Suspension to Revocation)

Agency: Madison County Sheriff's Office</td></tr>
<tr><td colspan="3">RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 60-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved ethics training prior to the conclusion of the probationary period.
COMMISSION ACTION: Discussion was held, and Commissioner Nebbeling moved to accept staff's recommendation to include a 120-day prospective SUSPENSION to be served within 240 days following the filing of the Final Order; seconded by Commissioner Jensen; motion carried.</td></tr>
<tr><td>Tab B-13, Case 50929

Informal Hearing-
Moral Character</td><td>Fabela, Roberto
Respondent and agency present.</td><td>Misconduct/Guideline Penalty: Driving Under the Influence of Alcohol; (07-25-2023); (Probation with Substance Abuse Counseling)

Agency: Lee County Sheriff's Office</td></tr>
</table>

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 94-day retroactive SUSPENSION; 26-day prospective SUSPENSION to be served within 180 days following the filing of the Final Order; 1-year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period.

COMMISSION ACTION: Discussion was held, and *Commissioner Riedl moved to accept staff's recommendation to include a 1-day prospective SUSPENSION to be served within 180 days following the filing of the Final Order; seconded by Commissioner Ivey; motion carried.*

Tab I-5, Case 50393 **Motion To Vacate/Set Aside**	**Rogers Jr., Rickey H.** Respondent, agency and Attorney Nick Fiorentino present.	**Misconduct/Guideline Penalty:** Driving Under the Influence of Alcohol; (03-15-2023) **Agency:** Pinellas County Sheriff's Office

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chairman entertain a motion to GRANT the respondents motion to vacate.

COMMISSION ACTION: Discussion was held, and *Commissioner Barclay moved to GRANT the motion to vacate the final order dated November 20, 2025; seconded by Vice-Chairman Lofton; motion carried.*

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby recommended the Commission Accept a 90-day prospective SUSPENSION to be served within 180 days after filing the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period.

COMMISSION ACTION: *Vice-Chairman Lofton moved to accept staff's recommendation with a 90-day retroactive SUSPENSION; seconded by Commissioner Horne; motion carried.*

Tab B-10, Case 53202 **Informal Hearing-Moral Character**	**Conner, Richard N.** Respondent and Attorney Keith Hammond present.	**Misconduct/Guideline Penalty:** Sexual Harassment; (On or between 02-27-2024, and 02-29-2024); (Probation with Training to Suspension with Training) **Agency:** Orange County Sheriff's Office

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 90-day prospective SUSPENSION to be served within 180 days after filing the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved sexual harassment training prior to the end of the probationary period.

COMMISSION ACTION: Discussion was held, and *Commissioner Riedl moved to accept staff's recommendation; seconded by Commissioner Ivey; motion carried.*

Tab B-16, Case 53079 **Informal Hearing-Moral Character**	**Morgan, Johnathan P.** Respondent and Attorney Jay Rooth present.	**Misconduct/Guideline Penalty:** False Statement (9 Counts); (On or between 04-01-2022, and 05-31-2022); (Prospective Suspension to Revocation) **Agency:** Osceola County Sheriff's Office

RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission impose a 15-day retroactive suspension; 105-day prospective SUSPENSION to be served within 365 days after filing the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved ethics training prior to the end of the probationary period.

COMMISSION ACTION: Discussion was held, and *Commissioner Garrison moved to accept staff's recommendation; seconded by Commissioner Nebbeling; motion passed.*

Tab B-17, Case 52622 **Informal Hearing-Moral Character**	**Robbins, Clim C.** Attorney David Bigney Present.	**Misconduct/Guideline Penalty:** Sexual Harassment; (02-24-2024); (Probation with Training to Suspension with Training) **Agency:** Orange County Corrections Department
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission impose a 180-day prospective SUSPENSION to be served within 365 days after filing the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved ethics training prior to the end of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Garrison moved to accept staff's recommendation; seconded by Commissioner Barclay; motion carried.* *Recused: Commissioner Rosa*		
Tab B-19, Case 52012 **Informal Hearing-Moral Character**	**Vasquez, Juan J.** Respondent and Attorney David Garten present.	**Misconduct/Guideline Penalty:** Sex on Duty; (12-24-2023); (Suspension to Revocation) **Agency:** West Palm Beach Police Department
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission REVOKE the respondent's certification. **COMMISSION ACTION:** Discussion was held, and *Commissioner Riedl moved to reject staff's recommendation and impose a 180-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; seconded by Chairman Ford; motion carried.* *Recused: Commissioner Nebbeling*		
Tab J-3, Case 41891 **Voluntary Dismissal**	**Hollant, Emile C.** Attorney Teri Valdes present.	**Misconduct/Guideline Penalty:** Resisting Officer Without Violence (2 Counts); (7-18-2016); (Probation to Suspension); Perjury In Official Proceeding; (8-2-2016); (Prospective Suspension to Revocation **Agency:** North Miami Police Department
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission DISMISS the Administrative Complaint against the Respondent. **COMMISSION ACTION:** Discussion was held, and *Commissioner Ivey moved to accept staff's recommendation; seconded by Commissioner Horne; motion carried.* *Recused: Commissioner Bage*		
Tab L-8, Case 48553 **Default – EOR Received After 21 Days**	**Perez Jr., Steven** Attorney Kyle Troop present.	**Misconduct/Guideline Penalty:** Adjudicated Guilty of Driving Under the Influence-BAC .15 or higher; (05-24-2022); (Prospective Suspension with Substance Abuse Counseling to Revocation) **Agency:** Department Of Corrections
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission impose an 85-day prospective SUSPENSION to be served within 180 days after the filing of the Final Order; 1-year PROBATION to begin upon the end of the suspension period; and provide staff with proof of successful completion of Commission-approved substance abuse counseling prior to the end of the probationary period.		

COMMISSION ACTION: Discussion was held, and *Commissioner Bage moved to accept staff's recommendation; seconded by Commissioner Garrison; motion carried.*		
Tab J-7, Case 52637 **Voluntary Dismissal**	**Livernois, Brian L.** Respondent and Attorney Cortney Young present.	**Misconduct/Guideline Penalty:** Stalking; (between 09-19-2023 and 09-05-2024); (Prospective Suspension to Revocation) **Agency:** Largo Police Department
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission DISMISS the Administrative Complaint against the Respondent. **COMMISSION ACTION:** Discussion was held, and *Vice-Chairman Lofton moved to accept staff's recommendation; seconded by Commissioner Garrison; motion carried.*		
Tab L-10, Case 51819 **Default – EOR Received After 21 Days**	**Zopf, Grace-Marie** Respondent was present.	**Misconduct/Guideline Penalty:** Misuse of Electronic Database; (On or between 07-21-2022 & 03-31-2024); (Probation to Suspension) **Agency:** Martin County Sheriff's Office
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 90-day prospective SUSPENSION to begin 15 days after the filing of the Final Order; 1-year PROBATAION to begin upon the end of the suspension period; and provide staff with proof of successful completion of Commission-approved ethics course prior to the end of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Riedl moved to accept staff's recommendation; seconded by Commissioner Horne; motion carried.*		
Tab B-2, Case 51326 **Informal Hearing-Moral Character**	**Adams, Benjamin D.** Respondent was present.	**Misconduct/Guideline Penalty:** Battery - Domestic Violence Touch or Strike; (11-25-2023); (Suspension) **Agency:** Department Of Corrections
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 60-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 period; and provide staff with successful completion of Commission-approved anger management counseling prior to the conclusion of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Horne moved to accept staff's recommendation; seconded by Commissioner Jensen; motion carried.*		
Tab B-3, Case 52782 **Informal Hearing-Moral Character**	**Adcox, Abigail M.** Respondent was present	**Misconduct/Guideline Penalty:** Adjudicated Guilty of Driving Under the Influence-BAC .15 or higher; (02-20-2025); (Prospective Suspension with Substance Abuse Counseling to Revocation) **Agency:** Department Of Corrections
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose a 70-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 period; and provide staff with successful completion of Commission-approved substance abuse counseling prior to the conclusion of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Riedl moved to reject staff's recommendation and REVOKE the respondent's certification; seconded by Commissioner Ivey; motion carried.*		

Tab B-4, Case 53111 **Informal Hearing-Moral Character**	**Black, Ervin S.** Respondent was present.	**Misconduct/Guideline Penalty:** False Statement; (06-23-2024); (Prospective Suspension to Revocation) **Agency:** Palm Beach County Sheriff's Office
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission impose an 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 period; and provide staff with successful completion of Commission-approved ethics training prior to the conclusion of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Chairman Ford moved to accept staff's recommendation to include a 60-day prospective SUSPENSION to be served within 15 days following the filing of the Final Order; seconded by Commissioner Rosa; motion passed.*		
Tab B-6, Case 52951 **Informal Hearing-Moral Character**	**Brown, Jordan L.** Respondent was present.	**Misconduct/Guideline Penalty:** False Statement During the Employment Application Process; (08-01-2024); (Suspension to Revocation) **Agency:** Holly Hill Police Department
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission REVOKE the respondent's certification. **COMMISSION ACTION:** Discussion was held, and *Commissioner Ivey moved to accept staff's recommendation; seconded by Vice-Chairman Lofton; motion carried.*		
Tab B-14, Case 51376 **Informal Hearing-Moral Character**	**Griffin, David P.** Respondent was present.	**Misconduct/Guideline Penalty:** Adjudicated Guilty of Petit Theft (4 counts); (01-18-2024); (Suspension to Revocation) **Agency:** Haines City Police Department
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission REVOKE the respondent's certification. **COMMISSION ACTION:** Discussion was held, and *Commissioner Ivey moved to accept staff's recommendation; seconded by Commissioner Garrison; motion carried.*		
Tab A-24, Case 52899 **Stipulation and Settlement Agreement**	**Thomson, Robert H.** Respondent was present.	**Misconduct/Guideline Penalty:** False Statement; (01-30-2023); (Prospective Suspension to Revocation); False Statement; (01-31-2023); (Prospective Suspension to Revocation); False Statement; (02-02-2023); (Prospective Suspension to Revocation); False Statement;(02-03-2023); (Prospective Suspension to Revocation) **Agency:** Coral Gables Police Department
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission impose a 30-day prospective SUSPENSION to be served within 180 days within entry of Final Order; 6-months' PROBATION to begin at the conclusion of the suspension period; and provide staff with successful completion of Commission-approved ethics training prior to the conclusion of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Garrison moved to accept staff's recommendation; seconded by Commission Sewell; motion carried.*		

Tab F-1, Case 50969 **Default - Moral Character**	**Anderson, Carlos** Respondent was present.	**Misconduct/Guideline Penalty:** Resisting Officer without Violence; (08-14-2023); (Probation to Suspension) **Agency:** Department Of Corrections
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission REVOKE the respondent's certification. **COMMISSION ACTION:** Discussion was held, and *Commissioner Garrison moved to accept staff's recommendation; seconded by Commissioner Horne; motion carried.*		
Tab F-60, Case 49056 **Default - Moral Character**	**Spitzer, Charles D.** Respondent was present.	**Misconduct/Guideline Penalty:** False Statement; (On or about 02-22-2021) **Agency:** Department Of Corrections
RECOMMENDATION: FDLE Assistant General Counsel Andy Digby presented this case and recommended the Commission REVOKE the respondent's certification **COMMISSION ACTION:** Discussion was held, and *Commissioner Ivey moved to accept staff's recommendation; seconded by Commissioner Garrison; motion carried*		
Tab L-5, Case 50010 **Default – EOR Received After 21 Days**	**Highsmith, Timothy L.**	**Misconduct/Guideline Penalty:** Battery on LEO; (11-18-2022); (Prospective Suspension to Revocation) **Agency:** Florida State Hospital/agency For Persons With Disabilities
RECOMMENDATION: FDLE Attorney Supervisor Natalie Bielby presented this case and recommended the Commission impose a 120-day prospective SUSPENSION to begin 15 days following the filing of the Final Order; 1 year PROBATION to begin upon conclusion of the suspension period; and provide staff with proof of successful completion of Commission-approved anger management counseling prior to the conclusion of the probationary period. **COMMISSION ACTION:** Discussion was held, and *Commissioner Barclay moved to reject staff's recommendation and REVOKE the respondent's certification; seconded by Commissioner Ivey; motion carried.*		

CONSENT AGENDA

STIPULATION AND SETTLEMENT AGREEMENT CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs A-1 through A-24 were matters in which each of the Petitioners and Respondents have agreed to a settlement of their case.

The following cases are tabs: A-1 Alemany, Adam B.; A-2 Blye, Joshua J.; A-3 Butler, Rashad E.; A-4 Carr, John M.; A-5 Charlostin, Justin N.; A-6 Clem, Donald R.; A-7 Cody, Adrian L.; A-8 Davis, Ryan A.; A-9 Doseck, Gregory; A-10 Foreman, Christopher D.; A-11 Fountain, Justin S.; A-12 Frost-Daniley, Tonjali Y.; A-13 George, Dibin; A-14 Goldstein, Robert A.; A-15 Green, Frankeya E.; A-16 Hamilton, Ezekiel A.; A-17 Lorange, Chris F.; A-18 Miller, Rodney J.; A-19 Miller-Hoffmann, Valorie A.; A-20 Munoz, Angel L.; A-21 Phillips, Ne'quan; A-22 Pruitt, Holden W.; A-23 Rodriguez, Randy

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby respectfully requested the Commission adopt the Stipulation and Settlement Agreement as the final disposition for the above cases.

COMMISSION ACTION: *Commissioner Nebbeling moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Horne and Commissioner Bage; motion carried.*

Recused: A-11 and A-17, Commissioner Horne

INFORMAL– MORAL CHARACTER CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs B-1 through B-19 were matters in which each of the Respondents was served with an Administrative Complaint alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13(7), F.S. Each Respondent filed an election of rights stating he or she did not dispute the allegations of fact but wished to be heard in an informal hearing. Each Respondent was given notice of the scheduled informal hearing. The Respondents were either present and did not wish to address the Commission or failed to appear.

The following cases are tabs: B-1 Achon, Christopher; B-5 Braddy, Misty D.; B-7 Buckley, Ryan M.; B-8 Cason, Douglas E.; B-9 Clayton, Sherry; B-12 Dent, Sha'naisha L.; B-15 Hurst, Sidney B.; B-18 Tyree, Christopher E.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the Commission find each Respondent in violation of officer standards and impose the disciplinary action as advocated by FDLE Counsel for each case.

COMMISSION ACTION: *Commissioner Garrison moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Jensen; motion carried.*

Recused: B-17 Commissioner Rosa, B-19 Commissioner Nebbeling

INFORMAL – FELONY CONSENT AGENDA

Commission staff Erica Gaines stated that Tab C-1 through C-3 were matters in which each Respondent was served an Administrative Complaint alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13(4), F.S. Each Respondent filed an Election of Rights stating her or she did not dispute the allegations of fact but wished to be heard in an informal hearing. Each respondent was given notice of the scheduled informal hearing. The Respondents were either present and do not wish to address the Commission or have failed to appear.

The following case was tab: C-1 Harris, Samuel; C-2 Leath, Jonathan; C-3 Leath, Jonathan

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the Commission find each Respondent in violation of officer standards and impose the disciplinary action as advocated by FDLE Counsel for each case.

COMMISSION ACTION: *Commissioner Horne moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Nebbeling; motion carried.*

VOLUNTARY RELINQUISHMENT CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs E-1 through E-21 were matters in which each of the Respondents was served an Administrative Complaint alleging a violation of officer standards. Each Respondent filed an election of rights stating he or she wished to voluntarily relinquish their certifications.

The following cases are tabs: E-1 Blue, Johnnie M.; E-2 Cordero, Joshua; E-3 Dividu, Ernesto; E-4 Fernandez, Jorge A.; E-5 Garr, Jerri; E-6 Geyer, Grant A.; E-7 Girard, Alex J.; E-8 Goldwire, Peelar G.; E-9 Hinson, Bryan R.; E-10 Laster, Tomeka L.; E-11 Leslie, Zakary J.; E-12 McNeeley, Michael W.; E-13 Morris, Andrew E.; E-14 North, Tyler C.; E-15 Pesantes, Juan S.; E-16 Price, Eugene R.; E-17 Ramos, Alejandra; E-18 Rockefeller, Lauren A.; E-19 Russell, Christopher R.; E-20 Sanchez Valle, Reinaldo; E-21 Stephens, Ruth A.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the Commission to accept each of the Respondent's voluntary relinquishment of certification in these cases.

COMMISSION ACTION: *Commissioner Sewell moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Ivey; motion carried.*

Recused: E-6 Commissioner Sewell

DEFAULT – MORAL CHARACTER CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs F-1 through F-60 were matters in which each of the Respondents was served an Administrative Complaint alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13(7), F.S. Each Respondent was served an Administrative Complaint by certified mail, return receipt requested, by personal service or by publication in compliance with Section 120.60(5), F.S. Each Respondent failed to file an Election of Rights form or otherwise establish a disputed issue of material fact in response to the Administrative Complaint within 21 days of receipt of the agency pleading as required by Rule 11B-28.106.111, F.A.C. By failing to request a hearing, the Respondents waived their right to any hearing where there was a disputed issue of material fact.

The following cases are tabs: F-2 Andrews, Henry O.; F-3 Arce, Armando; F-4 Argote, Nestor L.; F-5 Arrington, Tamira; F-6 Baxley, Howard L.; F-7 Cajuste, James H.; F-8 Carter, Garrett S.; F-9 Carter, Jeffery E.; F-10 Clark, Christopher W.; F-11 Connor, Ronald; F-12 Corson, Walter; F-13 Cutts, Joy M.; F-14 Daughtrey, Michael W.; F-15 Davis, Jarvis M.; F-16 Degrasse, Timothy R.; F-17 Dorsey, Sydney A.; F-18 Forehand, Heather M.; F-19 Fort, Nicholas A.; F-20 Fortner, Waldeidia; F-21 Frost, Henry C.; F-22 Fulcher, Andrew J.; F-23 Gebron, Miranda L; F-24 Gober, Allison M.; F-25 Gonzalez Lorenzo, Ashley Y.; F-26 Gonzalez, Maria D.; F-27 Gonzalez-Delgado, Kevin; F-28 Goode, Rashon; F-29 Hall, Jonathan W.; F-30 Hall, Jonathan W.; F-31 Harvey, Jason D.; F-32 Jarreau, Mary E.; F-33 Jean Louis, Figene; F-34 Jenkins, Angela R.; F-35 Jones, Jama M.; F-36 Joseph, Sherman A.; F-37 Joyner, Marcus H.; F-38 Karolak, Robert M.; F-39 Kelly, Kalayah T.; F-40 Kusi, Yaw; F-41 Kusi, Yaw; F-42 Lam, Keith T.; F-43 Louissaint, Shaquanna C.; F-44 McCallum, Kashondra F.; F-45 McGiff, Cornelius D.; F-46 Montero, Courtney R.; F-47 Nelsen, Gregory; F-48 Nieves, Keith A.; F-49 Rawls, Alicia; F-50 Ritchey, Megan N.; F-51 Robinson, George E.; F-52 Santos,

DEFAULT – MORAL CHARACTER CONSENT AGENDA, continued

Anthony M.; F-53 Seymour, Alexandria D.; F-54 Smith, Antefernee S.; F-55 Smith, Octavia T.; F-56 Souza, Wayne W.; F-57 Stewart, Paul E.; F-58 Tinney, Jason R.; F-59 West, Natalie N.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair entertain a motion finding that each Respondent received proper notice of the Administrative Complaint and have waived their right to a hearing.

COMMISSION ACTION: *Commissioner Rosa moved that the Commission adopt FDLE Counsel's recommendation; seconded by Vice-Chairman Lofton; motion carried.*

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair entertain a motion that the Commission admit into evidence the case materials set forth in each of these cases as prima facie evidence in support of the allegations set forth, adopt the findings of fact and law contained in the Administrative Complaint as those of the Commission and find each Respondent in violation of officer standards based upon the evidence and impose the disciplinary action as advocated by FDLE Counsel for each case.

COMMISSION ACTION: *Commissioner Horne moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Sewell; motion carried.*

Recused: **F**-*12 Commissioner Nebbeling; F-33 Commissioner Rosa; and F-36 Commissioner Jensen*

DEFAULT – FELONY AGENDA CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs G-1 through G-14 were matters in which each of the Respondents was served an Administrative Complaint alleging that each violated Section 943.13(4), F.S., and have pled guilty, nolo contendere, or have been found guilty of a felony. Each Respondent was served by certified mail, return receipt requested, by personal service, or by publication, in compliance with Section 120.60(5), F.S. Each Respondent failed to file an Election of Rights form or otherwise establish a disputed issue of material fact in response to the Administrative Complaint within 21 days of receipt of the agency pleading as required by Rule 11B-28.106.111, F.A.C. By failing to request a hearing, the Respondents waived their right to a hearing in which there was a disputed issue of material fact.

The following cases were tabs: G-1 Brown, Jarmarus M.; G-2 Carabetti, Joseph C.; G-3 Cooper, Charles O.; G-4 Earrey, Joshua G.; G-5 Fernandez, Rolando; G-6 Golphin, Shaun L.; G-7 Hidalgo, Miguel; G-8 McCarty-Thomas, Dashae M.; G-9 Parrish, Robert L.; G-10 Rogers, Jordan T.; G-11 Sanchez, Yessenia; G-12 Scott, Darrick L.; G-13 Wade, Jasmine K.; G-14 Weatherspoon, R Winston L.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair entertain a motion finding that the Respondents received proper notice of the Administrative Complaint and waived their right to a hearing

COMMISSION ACTION: *Commissioner Nebbeling moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Sewell; motion carried*.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair to entertain a motion that the Commission admits into evidence the case materials set forth in each of these cases as prima facie evidence in support of the allegations set forth, adopt the findings of fact and law contained in the Administrative Complaint as those of the Commission and find each Respondent in violation of officer standards based upon the evidence and REVOKE certification.

COMMISSION ACTION: *Commissioner Ivey moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Barclay; motion carried.*

DEFAULT - VIOLATION OF PROBATION CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs H-1 and H-2 were matters in which each Respondent was served an Administrative Complaint alleging a violation of the commission-ordered probation. Each Respondent was served by certified mail; return receipt requested, by personal service or by publication, in compliance with Section 120.60(5), F. S. Each Respondent failed to file an Election of Rights form or otherwise establish a disputed issue of material fact in response to the Administrative Complaint within 21 days of receipt of the agency pleading as required by Rule 11B-28.106.111, F.A.C. By failing to request a hearing, the Respondent waived their right to a hearing in which there was a disputed issue of material fact.

The following cases were Tabs: H-1 Londono, Jonathan; H-2 Wright, Davarious M.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested Chairman Ford entertain a motion finding that each Respondent received proper notice of the Administrative Complaint and waived their right to a hearing.

COMMISSION ACTION: *Commissioner Rosa moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Jensen; motion carried.*

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested Chairman Ford entertain a motion finding that the Commission admit into evidence the case materials set forth in this case as prima facie evidence in support of the allegations set forth, adopt the findings of fact and law contained in the Administrative Complaint as those of the Commission, and find each Respondent in violation of probation based upon the evidence and revoke certification.

COMMISSION ACTION: *Commissioner Rosa moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Riedl; motion carried.*

MOTION TO VACATE/SET ASIDE CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs I-1 through I-5 were matters in which staff or FDLE Counsel determined that the Final Order should be vacated or set aside, or the Respondent requested that the Final Order should be vacated or set aside, or the Respondent has filed a motion to vacate the Final Order..

The following cases are tabs: I-1 Dupree, Kyle D.; I-2 Levano, Gladys V.; I-3 Pagel, Patrick M.; I-4 Schmittou, Mark A.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested that the Commission impose the position as advocated by FDLE counsel for the aforementioned cases.

COMMISSION ACTION: *Commissioner Ivey moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Sewell; motion carried.*

VOLUNTARY DISMISSAL CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs J-1 through J-16 were matters in matters in which FDLE staff or FDLE Counsel determined that the case should be dismissed.

The following cases are tabs: J-1 Armstrong, Devontrey L.; J-2 Gunn, Rual; J-4 Kercher, Brandon P.; J-5 Landry, Scott A.; J-6 Lee, Chelsea D.; J-8 Mackey, Travis D.; J-9 Netherland, Michael B.; J-10 Paniagua, Anthony P.; J-11 Parrish, Robert L.; J-12 Polynice, Schella; J-13 Richardson, Dallas Q.; J-14 Sanchez, Yessenia; J-15 Shiver, Ariston; J-16 Williams, Lakeysha

VOLUNTARY DISMISSAL CONSENT AGENDA, continued

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested that the Commission DISMISS the administrative complaints.

COMMISSION ACTION: *Commissioner Garrison moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Sewell; motion carried.*

BASIC ABILITIES TEST ADMINISTRATIVE PENALTY CONSENT AGENDA

Commission staff Erica Gaines stated that Tab K-1 was a matter in which the Respondent was served a Notice of Intent to Deny Basic Abilities Test Results and imposition of prohibition against retesting for five years alleging that they committed conduct that subverts the basic abilities test process. The notice informed the Respondent of the Commission's intention to take disciplinary action.

The following case was tab: K-1 Huggins, Glenn

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested that the Commission entertain a motion to accept the recommended penalty of nullification of basic abilities test scores and prohibition from taking the basic abilities test for a period of five years.

COMMISSION ACTION: *Commissioner Riedl moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Rosa; motion carried.*

DEFAULT – EOR RECEIVED AFTER 21 DAYS CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs L-1 through L-10 were matters in each Respondent was served a served an Administrative Complaint alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13(7), F.S. Each Respondent was served an Administrative Complaint by certified mail, return receipt requested, by personal service, or by publication, in compliance with Section 120.60(5), F.S. Each Respondent failed to file an Election of Rights form or otherwise establish a disputed issue of material fact in response to the Administrative Complaint within 21 days of receipt of the agency pleading as required by Rule 11B -28.106.111, F.A.C. By failing to request a hearing withing 21 days, the Respondents waived their right to a hearing in which there was a disputed issue of material fact.

The following cases are tabs: L-1 Agosto, Richard A.; L-2 Devine, Robert M.; L-3 Fernandez, Eric M.; L-4 Harrell, Kevin A.; L-6 Kratt, Jessica L.; L-7 Morris Brown, Mykhael S.; L-9 Sellers, Deuntaye A.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested Chairman Ford entertain a motion finding that each Respondent received proper notice of the Administrative Complaint and waived their right to a hearing.

COMMISSION ACTION: *Commissioner Nebbeling moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Horne; motion carried.*

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested Chairman Ford entertain a motion finding that the Commission admit into evidence the case materials set forth in this case as prima facie evidence in support of the allegations set for, adopt the findings of fact and law contained in the Administrative Complaint as those of the Commission, and find each Respondent in violation of officer standards based upon the evidence and impose disciplinary action as advocated by FDLE counsel for each case.

DEFAULT – EOR RECEIVED AFTER 21 DAYS CONSENT AGENDA, continued

COMMISSION ACTION: *Commissioner Rosa moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Riedl; motion carried.*

DEFAULT - TEA CERTIFICATION DENIAL CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs M-1 through M-19 were matters in matters in which each Respondent was served a notice of denial certification alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13 (7), F.S. The notice informed each Respondent of the Commission's intention to take disciplinary action.

The following cases are tabs: M-1 Adams, Tony C.; M-2 Arnette, Tracy; M-3 Arreguin, Maria; M-4 Bodycot, Benjamin I.; M-5 Boggs, Kenneth W.; M-6 Bowman Exley, Jacob C.; M-7 Chester, Robyne K.; M-8 Esquivel, Gustavo; M-9 Ishmael, Daniel G.; M-10 Jenkins, Shukur T.; M-11 King, Auni S.; M-12 Martinez, Sebastian J.; M-13 Nelson, Marius D.; M-14 Norris, Christopher H.; M-15 Scott, Imari N.; M-16 Stevenson, Briona P.; M-17 Thrasher, James N.; M-18 Wiggins, Penda; M-19 Womack, Alante J.

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair entertain a motion to accept the recommended denial of certification for a period of two years for each case.

COMMISSION ACTION: *Commissioner Jensen moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Rosa; motion carried.*

INFORMAL - TEA CERTIFICATION DENIAL CONSENT AGENDA

Commission staff Erica Gaines stated that Tabs N-1 through N-3 were matters in matters in which each Respondent was served a notice of denial certification alleging that each had committed misconduct and thereby failed to maintain good moral character as required by Section 943.13 (7), F.S. The notice informed each Respondent of the Commission's intention to take disciplinary action.

The following cases are tabs: N-1 Flenor, Letrell; N-2 Stephens, Shenijua M.; N-3 Wade, Tiffany

RECOMMENDATION: FDLE Assistant General Counsel Andy Digby requested the chair entertain a motion to accept the recommended denial of certification for a period of two years.

COMMISSION ACTION: *Commissioner Garrison moved that the Commission adopt FDLE Counsel's recommendation; seconded by Commissioner Sewell; motion carried.*

Chairman Ford made a motion to adjourn; motion was seconded unanimously; motion carried.

The minutes were prepared by Commission Secretary Kim Rowell of the Florida Department of Law Enforcement, Criminal Justice Professionalism, Post Office Box 1489, Tallahassee, Florida 32302.

AGENDA ITEM: 1

Criminal Justice Professionalism, Standards and Training Services Division Updates

ISSUE

This agenda item is presented to provide the Commission with information regarding division and legislative initiatives.

EXECUTIVE SUMMARY

Director Chad Brown will give an update on division and legislative initiatives.

RECOMMENDATION(s): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: 2A

Criminal Justice Standards and Training Trust Fund Officer Training Monies: Trust Fund Audit Recommendations for Regions IX, and XV for FY 2024-2025.

ISSUE

The final audits for Regions IX, and XV for FY 2024-2025 are only included in the Commission and Commission staff's Commission packet and are presented to the Commission for approval of the final audit recommendations.

EXECUTIVE SUMMARY

1. 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.

2. 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.

3. Perfect Audits: FY 2024-2025

Region IX: Hillsborough College Ybor City Campus, Criminal Justice Institute
Hillsborough County Sheriff's Office Training Center
Manatee Technical College, Criminal Justice Academy
Pasco-Hernando State College, Public Service Technology Center
St. Petersburg College, Southern Public Safety Institute

Region XV: Florida Highway Patrol Training Academy

RECOMMENDATION(s):

Commission staff recommends that the Commission approve the audit findings and recommended corrective actions for Regions IX, and XV for FY 2024-2025.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: The training school and region has 60 days to respond favorably to the audits. Failure to respond within 60 days after Commission action would result in the Commission writing a letter of concern to the administrative head of the training school requesting a written response to the audits. Continued failure to comply with the aforementioned authority shall result in the Commission writing a letter of censure to the administrative head of the training school requesting a written plan for compliance with applicable statutes and rules.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: The Commission would continue the audits to a future Commission meeting and direct Commission staff to work with the region to ensure that the audits are following Chapter 943, F.S., and Rule Chapter 11B-18, F.A.C.

SUPPORTING INFORMATION

The supporting information for this agenda item is only provided to the Commission and Commission staff and is not available to the public.

- FY 2024 – 2025 for Region IX, **pages 1 – 17.**
- FY 2024 – 2-25 for Region XV, **pages 1 – 7.**

AGENDA ITEM: 2B ADDENDUM

Criminal Justice Standards and Training Trust Fund Officer Training Monies: Fiscal Year 2026 – 2027 Operating Budget Requests

ISSUE

This agenda item is presented to the Commission to request approval for allocation of officer training monies for Fiscal Year 2026 – 2027 Operating Budget Requests

EXECUTIVE SUMMARY

1. Section 11B-18.0052, F.A.C., requires the Criminal Justice Professionalism Division to notify the Regional Training Councils of the projected allocation of officer training monies by July 1 of each year.
2. The proposed distribution of the $6,439,198.68 allocation is determined by the total regional officer count of 85,027 at the rate of $75.73 (rounded) per officer. Each Commission-certified criminal justice training school submits a budget request to their Regional Training Council for approval and the Regional Chairpersons forward the respective region's budget(s) to Commission staff for review and approval.
3. Operating Budget Requests

A. All budgets shall comply with the following Officer Training Monies Expenditure Formula:
- Administrative Category - No more than 5%
- Training Category - No less than 80%
- Operating Capital Outlay Category - No more than 15%

B. Details for the Fiscal Year 2026 – 2027 Operating Budget Requests begin on page 2. These budgets have been reviewed and approved by Commission staff.

C. The following is a summary of the Operating Budget Requests for Fiscal Year 2026 – 2027:

• Region I	$166,914.44	Region IX	$643,794.40
• Region II	$77,707.20	Region X	$354,876.24
• Region III	$115,642.44	Region XI	$162,897.96
• Region IV	$132,459.96	Region XII	$312,086.08
• Region V	$340,941.96	Region XIII	$424,090.72
• Region VI	$152,828.64	Region XIV	$762,536.32
• Region VII	$771,556.36	Region XV	$289,745.72
• Region VIII	$168,959.08	Region XVI	$1,562,161.16

RECOMMENDATION(s): staff recommends that the Commission approve the allocation of officer training monies for the Fiscal Year 2026 – 2027 Operating Budget Requests.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: The training schools will receive operating funds for Fiscal Year 2026 – 2027.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: The training schools will not receive operating funds for Fiscal Year 2026 – 2027.

SUPPORTING INFORMATION

The following Operating Budgets have been reviewed and approved by the Criminal Justice Professionalism Division.

REGION I - TOTAL ALLOCATION FY 2026 - 2027			$166,914.44
Regional Administrative Cost	2.67%	$4,450.00	
A. George Stone Vo-Tech Center	$1,450.00		
B. Northwest Florida State College	$3,000.00		
Regional Training Cost	97.33%	$162,464.44	
A. George Stone Vo-Tech Center	$101,318.36		
B. Northwest Florida State College	$61,146.08		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. George Stone Vo-Tech Center	$0.00		
None Budgeted			
B. Northwest Florida State College	$0.00		
None Budgeted			

REGION II - TOTAL ALLOCATION FY 2026 - 2027			$77,707.20
Regional Administrative Cost	3.94%	$3,061.81	
A. Gulf Coast State College	$2,700.00		
B. Chipola College	$361.81		
C. Florida Panhandle Technical College	$0.00		
Regional Training Cost	96.06%	$74,645.39	
A. Gulf Coast State College	$51,601.16		
B. Chipola College	$12,060.63		
C. Florida Panhandle Technical College	$10,983.60		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Gulf Coast State College	$0.00		
None Budgeted			
B. Chipola College	$0.00		
None Budgeted			
C. Florida Panhandle Technical College	$0.00		
None Budgeted			

REGION III - TOTAL ALLOCATION FY 2026 - 2027			$115,642.44
Regional Administrative Cost	5%	$5,782.00	
A. Tallahassee State College	$5,782.00		
Regional Training Cost	95%	$109,860.44	
A. Tallahassee State College	$109,860.44		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Tallahassee State College	$0.00		
None Budgeted			

REGION IV - TOTAL ALLOCATION FY 2026 - 2027			$132,459.96
Regional Administrative Cost	9.65%*	$12,788.00	
A. Santa Fe College	$6,588.00		
B. Florida Gateway College	$3,000.00		
C. North Florida College	$3,200.00		
Regional Training Cost	90.35%	$119,671.96	
A. Santa Fe College	$66,115.52		
B. Florida Gateway College	$31,687.08		
C. North Florida College	$21,869.36		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Santa Fe College	$0.00		
None Budgeted			
B. Florida Gateway College	$0.00		
None Budgeted			
C. North Florida College	$0.00		
None Budgeted			

REGION V - TOTAL ALLOCATION FY 2026 - 2027			$340,941.96
Regional Administrative Cost	2.27%	$7,752.01	
A. Northeast Florida Criminal Justice Center	$2,500.00		
B. St. Johns River State College	$5,252.01		
Regional Training Cost	97.73%	$333,189.95	
A. Northeast Florida Criminal Justice Center	$233,401.72		
B. St. Johns River State College	$99,788.23		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Northeast Florida Criminal Justice Center.	$0.00		
None Budgeted			
B. St. Johns River State College	$0.00		
None Budgeted			

REGION VI – TOTAL ALLOCATION FY 2026 - 2027			$152,828.64
Regional Administrative Cost	8.48%*	$12,961.44	
A. College of Central Florida	$6,783.64		
B. Citrus County Public Safety Training Center	$6,177.80		
Regional Training Cost	90.86%	$138,867.20	
A. College of Central Florida	$74,689.08		
B. Citrus County Public Safety Training Center	$64,178.12		
Regional Operating Capital Outlay Cost	0.65%	$1,000.00	
A. College of Central Florida	$1,000.00		
Unobligated Funds ($1,000.00)			
B. Citrus County Public Safety Training Center	$0.00		
None Budgeted			

REGION VII - TOTAL ALLOCATION FY 2026 - 2027			$771,556.36
Regional Administrative Cost	2.63%	$20,320.74	
A. Eastern Florida State College	$6,479.00		
B. Valencia College	$0.00		
C. Daytona State College	$910.29		
D. Criminal Justice Academy of Osceola	$3,589.74		
E. Lake Technical College	$3,294.39		
F. Seminole State College	$4,392.48		
G. Volusia Sheriff's Office	$1,654.84		
Regional Training Cost	97.37%	$751,235.62	
A. Eastern Florida State College	$103,105.04		
B. Valencia College	$311,404.48		
C. Daytona State College	$91,028.67		
D. Criminal Justice Academy of Osceola	$68,205.02		
E. Lake Technical College	$62,593.45		
F. Seminole State College	$83,457.04		
G. Volusia Sheriff's Office	$31,441.92		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Eastern Florida State College	$0.00		
None Budgeted			
B. Valencia College	$0.00		
None Budgeted			
C. Daytona State College	$0.00		
None Budgeted			
D. Criminal Justice Academy of Osceola	$0.00		
None Budgeted			
E. Lake Technical College	$0.00		
None Budgeted			
F. Seminole State College	$0.00		
None Budgeted			
G. Volusia Sheriff's Office	$0.00		
None Budgeted			

REGION VIII - TOTAL ALLOCATION FY 2026 - 2027		$168,959.08
Regional Administrative Cost	5%	$8,447.95
A. Polk State College	$6,418.25	
B. South Florida State College	$2,029.70	
Regional Training Cost	80%	$135,167.27
A. Polk State College	$102,692.07	
B. South Florida State College	$32,475.20	
Regional Operating Capital Outlay Cost	15%	$25,343.86
A. Polk State College	$19,254.76	
Unobligated Funds ($19,254.76)		
B. South Florida State College	$6,089.10	
Unobligated Funds ($6,089.10)		

REGION IX - TOTAL ALLOCATION FY 2026 - 2027		$643,794.40
Regional Administrative Cost	4.46%	$28,713.30
A. Hillsborough College	$13,165.79	
B. Manatee Technical College	$6,840.86	
C. Pasco-Hernando State College	$1,071.33	
D. St. Petersburg College	$6,177.38	
E. Manatee County Sheriff's Office	$1,457.94	
Regional Training Cost	95.54%	$615,081.10
A. Hillsborough College	$250,150.17	
B. Manatee Technical College	$44,961.18	
C. Pasco-Hernando State College	$92,533.67	
D. St. Petersburg College	$199,735.22	
E. Manatee County Sheriff's Office	$27,700.86	
Regional Operating Capital Outlay Cost	0%	$0.00
A. Hillsborough College	$0.00	
None Budgeted		
B. Manatee Technical College	$0.00	
None Budgeted		
C. Pasco-Hernando State College	$0.00	
None Budgeted		

Continued on next page …

REGION IX - TOTAL ALLOCATION FY 2026 – 2027, continued			
D. St. Petersburg College		$0.00	
	None Budgeted		
E. Manatee County Sheriff's Office		$0.00	
	None Budgeted		

REGION X - TOTAL ALLOCATION FY 2026 - 2027			$354,876.24
Regional Administrative Cost	6.04%*	$21,434.03	
A. Suncoast Technical College	$6,266.00		
B. Southwest Florida Public Service Academy	$15,168.03		
Regional Training Cost	93.96%	$333,442.21	
A. Suncoast Technical College	$83,249.60		
B. Southwest Florida Public Service Academy	$250,192.61		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Suncoast Technical College	$0.00		
None Budgeted			
B. Southwest Florida Public Service Academy	$0.00		
None Budgeted			

REGION XI - TOTAL ALLOCATION FY 2026 - 2027			$162,897.96
Regional Administrative Cost	7%*	$11,402.96	
A. Indian River State College	$11,402.96		
Regional Training Cost	93%	$151,495.00	
A. Indian River State College	$151,495.00		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Indian River State College	$0.00		
None Budgeted			

REGION XII - TOTAL ALLOCATION FY 2026 - 2027		$312,086.08
Regional Administrative Cost	5.32%*	$16,604.30
A. Palm Beach State College	$16,604.30	
Regional Training Cost	80%	$249,668.86
A. Palm Beach State College	$249,668.86	
Regional Operating Capital Outlay Cost	14.68%	$45,812.92
A. Palm Beach State College	$45,812.92	
Unobligated Funds ($45,812.92)		

REGION XIII - TOTAL ALLOCATION FY 2026 - 2027		$424,090.72
Regional Administrative Cost	5.28%*	$22,400.00
A. Broward College	$22,400.00	
Regional Training Cost	94.72%	$401,690.72
A. Broward College	$401,690.72	
Regional Operating Capital Outlay Cost	0%	$0.00
A. Broward College	$0.00	
None Budgeted		

REGION XIV - TOTAL ALLOCATION FY 2026 - 2027		$762,536.32
Regional Administrative Cost	5%	$38,126.82
A. The College of the Florida Keys	$0.00	
B. Miami Police Training Center	$0.00	
C. Miami-Dade Sheriff's Training Center	$0.00	
D. Miami-Dade College (School of Justice)	$38,126.82	
Regional Training Cost	95%	$724,409.50
A. The College of the Florida Keys	$40,821.20	
B. Miami Police Training Center	$114,430.76	
C. Miami-Dade Sheriff's Training Center	$264,300.44	
D. Miami Dade College (School of Justice)	$304,857.10	

Continued on next page …

REGION XIV - TOTAL ALLOCATION FY 2026 – 2027, continued			
Regional Operating Capital Outlay Cost	0%	$0.00	
A. The College of the Florida Keys	$0.00		
None Budgeted			
B. Miami Police Training Center	$0.00		
None Budgeted			
C. Miami-Dade Sheriff's Training Center	$0.00		
None Budgeted			
D. Miami Dade College (School of Justice)	$0.00		
None Budgeted			

REGION XV - TOTAL ALLOCATION FY 2026 - 2027			$289,745.72
Regional Administrative Cost	5%	$14,487.00	
A. Tallahassee Community College (State Agencies)	$14,487.00		
Regional Training Cost	95%	$275,258.72	
A. Tallahassee Community College (State Agencies)	$275,258.72		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Tallahassee Community College (State Agencies)	$0.00		
None Budgeted			

REGION XVI - TOTAL ALLOCATION FY 2026 - 2027			$1,562,161.16
Regional Administrative Cost	5.19%*	$81,108.00	
A. Florida Department of Corrections	$81,108.00		
Regional Training Cost	94.81%	$1,481,053.16	
A. Florida Department of Corrections	$1,481,053.16		
Regional Operating Capital Outlay Cost	0%	$0.00	
A. Florida Department of Corrections	$0.00		
None Budgeted			

*Note: Regions reflecting more than five percent (5%) budgeted in Administration have deducted travel allowances for Regional Chairpersons, Training Center Director(s) (or their designee), and Fiscal Agents to attend Commission Workshops, prior to application of Revised Formula, and/or Training Center Directors (or their designee) to attend Commission Meetings, prior to application of the Commission's Trust Fund Expenditure Formula.

AGENDA ITEM: 3A-1

Approval of the revision of Specialized Course, #022, Autism Spectrum Disorder Awareness.

ISSUE

This agenda item is presented to the Commission to request approval of the revised Specialized Course, #022, Autism Spectrum Disorder Awareness.

EXECUTIVE SUMMARY

1. The Commission is responsible for maintaining specialized training program courses for Commission-certified law enforcement, correctional, and correctional probation officers. Courses in the Advanced Training Program may be delivered using Criminal Justice Standards and Training Officer Training Trust Fund monies.
2. Every year, several law enforcement officers throughout Florida attend and complete the 4-hour Specialized Course, #022, Autism Spectrum Disorder Awareness. The training was developed years ago and needed revision. With the anticipation of SB 418 passing, which requires law enforcement officers to complete an online training on the nature and manifestation of Autism Spectrum Disorder (ASD), techniques for interviewing or interrogating a person with ASD, de-escalation strategies, and more, by July 1, 2028, Commission staff decided to update the course to include the contents of the bill. This update ensures that Florida law enforcement officers receive the most current training on how to recognize and interact with people who are diagnosed with ASD. The content in the updated course will also be used to create the online training required by SB 418.
3. Commission staff worked with subject matter experts (SMEs) to update the curriculum to reflect contemporary methods and best practices for responding to and interacting with people on the autism spectrum. These updates include additional information on the nature and prevalence of ASD, common co-occurring physical and psychiatric conditions, safety risks associated with ASD, techniques for locating a person with ASD who has eloped, techniques for identifying potential abusive or coercive situations, information on voluntary identification programs for people with ASD, and more. Due to the added material, the course hours have been increased from 4 to 8. The SME workgroup also revised and developed optional role-plays to help officers practice skills in interacting with a person with ASD.

RECOMMENDATION(s): Commission staff recommends the Commission to approve the revised 8-hour Specialized Course, #022, Autism Spectrum Disorder Awareness, in the Specialized Training Program with an effective date of May 14, 2026.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A "yes" vote shall make available the revised officer training on autism spectrum disorder.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A "no" vote may delay the availability of the revised officer training on autism spectrum disorder.

SUPPORTING INFORMATION

The supporting information for this agenda item is only provided to the Commission and Commission staff and is not available to the public.

Attachment 1: 022 Autism Spectrum Disorder Awareness IG V2026.05 DRAFT

Attachment 2: 022 Autism Spectrum Disorder Awareness SG V2026.05 DRAFT

AGENDA ITEM: 4A

Request for Variance or Waiver: Request for a Waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C., by Paul Ryan Young.

ISSUE

This agenda item is presented to the Commission by Paul Ryan Young to request a permanent waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C.

EXECUTIVE SUMMARY

1. Petitioner, Paul Ryan Young, is seeking a permanent waiver of Rules 11B-27.002(4) and 11B-35.009 and wishes to waive that portion of the rule that states: An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following: 1) Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and 2) Achieve a passing score on the State Officer Certification Examination. Additionally, the Petitioner is seeking a waiver of Rule 11B-35.009, F.A.C.
2. Petitioner was employed as a sworn law enforcement officer with Haines City Police Department from January 25, 2010, to February 2, 2010. The Petitioner was also employed as a sworn law enforcement officer with the Pinellas County Sheriff's Office from July 30, 2012, through November 16, 2012.
3. Petitioner cites to substantial hardships in his life that led to him leaving law enforcement and working with his family business.
4. Petitioner has not previously requested a similar waiver.
5. This waiver request was presented at the February 2026 CJSTC meeting, however, the petitioner asked to have his waiver request moved to the May 14, 2026 meeting.

RECOMMENDATION(S): Commission staff recommends that the Commission DENY the petition for a waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Mr. Young's request for a permanent waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C. shall not be granted and he will not be eligible to become a certified law enforcement officer.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Mr. Young's request for a permanent waiver of Rules 11B-27.002(4) and 11B-35.009, F.A.C., shall be granted and he shall have 90 days from the date of the order to gain employment and certification as a law enforcement officer.

SUPPORTING INFORMATION

1. Rule 11B-27-002(4), F.A.C., Exemption from Basic Recruit Training, **page 2**.
2. Rule 11B-35.009, F.A.C., Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers. **Page 2.**
3. Section 120.542, F.S., Variances and Waivers, **page 3**.
4. Petition for Waiver of Rule 11B-35.009(2)(b), F.A.C., by Paul Ryan Young, **pages 4 - 7**.
5. Global Profile Sheet for Paul Young, **pages 8 – 9.**
6. Florida Administrative Registry Notice, **page 10**.
7. Notice of Hearing, **pages 11 - 12**.

11B-27.002(4) Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following:

1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and, if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and

2. Achieve a passing score on the State Officer Certification Examination.

Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History–New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23, 4-9-25.

11B-35.009 Exemption from Basic Recruit Training.

(2) An individual who applies for certification as a Florida officer shall qualify for exemption from completing a Commission-approved Basic Recruit Training Program if the applicant has:

(b) Prior service as a full-time sworn officer in another state or the Federal Government for at least one year, pursuant to paragraph (1)(g) of this rule section, in the criminal justice discipline for which the individual is requesting an exemption. There shall be no more than an 8-year break in employment, which is measured from the separation date of the most recent qualifying employment to the time a complete application is submitted for an exemption under this rule section. The twelve months sworn experience shall have occurred at no more than two criminal justice agencies over a period not to exceed eighteen months as a full-time sworn officer in the discipline for which an exemption is being requested.

Rulemaking Authority 741.29(2), 943.03(4), 943.12(1), (2) FS. Law Implemented 741.29(2), 943.131(2) FS. History–New 1-2-97, Amended 7-7-99, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 7-19-17, 8-15-18, 7-9-19, 5-5-20, 6-23-22, 6-20-24, 4-9-25.

Section 120.542, F.S., Variances and Waivers, mandates threshold proofs and notice provisions for variances and waivers from agency rules. Subsection (2) of this statute states:

ariances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application of a rule would create a substantial hardship or would violate principles of fairness. For purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly different from the way it affects other similarly situated persons who are subject to the rule.

History.—s. 12, ch. 96-159; s. 5, ch. 97-176; s. 37, ch. 2010-102; s. 5, ch. 2013-14.

Paul Ryan Young
417 Saint Augustine Ave
Temple Terrace, FL 33617
813-593-4953
ryno0303@gmail.com

November 7, 2025

Florida Department of Law Enforcement
Criminal Justice Standards and Training Commission
Po Box 1489
Tallahassee, Florida 32302

PETITION FOR EMERGENCY VARIANCE OR WAIVER OR VARIANCE OF FLORIDA
ADMINISTRATIVE RULE 11B-27.002(4)

Re: Petition for Waiver or Variance of Florida Administrative Rule 11B-27.002 (4), Florida Administrative Rule 11 (b) 35.009 and Florida
Law Implement Citation 943.12(3), 943.13, 943.133, 943.139, and 943.1395.

I, Paul Ryan Young Petitioner respectfully request from the Commission a Permanent Waiver or Variance of Rule 11B-27.002 (4), including Administrative Rule 11 (b) 35.009 and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 AND 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states:

(4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training

Program, an individual shall successfully complete the program, achieve a passing score on The applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule

section for the discipline in which the training was completed, within four years of the date of

beginning such training, shall as a condition for obtaining employment comply with the following:

1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to

rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and;

2. Achieve a passing score on the State Officer Certification Examination. Rule 11B-27.002(4) implements 943.131(2), F.S., to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officer's aptitude in critical skill and abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.

As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I can demonstrate compliant adherence to it. The purpose of the underlying Statutes is to ensure that all certified Officers in the State of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I have fulfilled these requirements of the Statutes by demonstrating successfully passing the State Officer Certification Examination and once employed with a Law Enforcement Agency they will continue to provide additional routine refresher training for me.

My request for a waiver of Administrative Rule 35.009, is based in part upon Section11B-35003 as noted below.

(d) Auxiliary Officer Prerequisite Courses excluding all high-liability training courses may be taught using a virtual classroom. A virtual classroom is defined as a curriculum delivery system in which a Commission-certified instructor at one location presents course curriculum to one or more remote locations using video conference technology. All virtual classroom sites must be Commission-approved satellite sites for the training school delivering the curriculum. At least one Commission-certified instructor must be present at each approved satellite classroom site when students are present and must remain in the classroom while curriculum is being presented.

In addition to meeting the above requirements, I am asking for a temporary extension that will allow me time to get through the hiring process for a reserve position on November 13, 2025, with Davenport PD. I will also be attending the non-high liabilities portion of the academy if needed or required through CJSTC while I'm employed as a Reserve Officer with Davenport Police Department.

I have successfully completed and passed two additional Academies: The Certified Adjunct Instructor Techniques Training, and the Level 1 Security Awareness certification. (Attached)

I also trained as the Tampa Police Explorer Trainer/Coordinator when employed by the Haines City Police Dept.

In addition to my credentials, I will also have the CJSTC 67 form completed as per rules 11B-14.002, 11B-20.001, 11B-30.006, and 11B-35.001, F.A.C.

In summary, upon completing the Law Enforcement Equivalency of training on November 12, 2020, and obtaining an Instructor Techniques Certification on July 20, 2022. Former Haines City and Pinellas County Deputy. My Law Enforcement certification has been in good standing up until about 8 or 9 months ago. When unexpected events occurred in my life causing severe hardship and suffering in my life that resulted in me having to put my Law Enforcement career on hold.

I've been working for my family business since I parted from Pinellas County because of my father having multiple heart and physical illnesses. So, I returned to the family business but I am now seeking my reemployment as a police officer since our family is closing after 50 years. My

Instructor Certification is current and in good standing. I am now back on my feet. I am focused on my career again and seeking employment. I respectfully ask the Commission for a 365-day extension or less added onto my Law Enforcement Certificate to find employment. I'm currently in the employment process for the Tampa Police Department, Davenport Police, and Ice and Immigration Enforcement. I need the waiver to continue my employment process. Without it,

I cannot continue the process this week or gain employment in my field.

I respectfully request from the Commission a Permanent Waiver of Rule 11B-27.002(4), including Administrative Rule 11(b) 35.009 and Florida Law Implement Citation 943.12(3), 943.13, 943.133, 943.139 AND 943.1395, which would allow me the opportunity to seek employment as a Certified Law Enforcement Officer.

Date: 11/7/2025

Respectfully Submitted,

Paul Ryan Young

Florida Department of Law Enforcement

Global Profile Sheet

Name:	**Paul Young**				
Race:	**Wh**	Sex:	**M**	Education:	**Associate**

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Haines City Police Department	LE	FT	01/25/2010	02/02/2010	Voluntary Separation (Not involving misconduct)	N	02/01/2010
Pinellas County Sheriff's Office	LE	PT	07/30/2012	11/16/2012	Voluntary Separation (Not involving misconduct)	N	04/03/2012

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service
LE	304603	Inactive 8 year Break in Service	08/15/2012	06/30/2017		

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	2/25/2009	2	Pass	

Type	Date	Form	Overall	Amended
LE	11/13/2020	58	Fail	
LE	10/12/2021	19	Fail	
LE	10/28/2021	39	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	06/22/2007	1009	Miami-Dade College	Pass	06/22/2011
BATLE	11/12/2014	1242	Miami-Dade College	Pass	11/12/2018
BATLE				Exempt – Ed	

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date
Police Applicant Screening Service	LE	10/28/2020	10/28/2020	Jamie Ryan	10/28/2020	App	10/28/2021

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/18/2008	02/23/2009	41-2008-1177-5	2008.04	BLE		Florida Cms Law Enforcement Basic Recruit Training Program	P	770
11/02/2020	11/11/2020	38-2020-215-4	2014.07	BRLE		Law Enforcement Officer Proficiency Course	P	76
07/11/2022	07/20/2022	38-2022-1186-2	2020.11	CMSINST		Florida General Instructor Techniques Course	P	64

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	2/23/2009
Incident Command System (ICS)	2/23/2009

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT
Criminal Justice Standards and Training Commission

RULE NO.:	RULE TITLE:
11B-27.002	Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

NOTICE IS HEREBY GIVEN that on November 10, 2025, the Florida Department of Law Enforcement, received a petition for a permanent waiver or variance of subsection 11B-27.002(4) and 11B-35.009, F.A.C., by Paul Ryan Young. Petitioner is seeking a waiver of subsection 11C-27.002(4) and wishes to waive the portion of the rule that state: "(4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following:

1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and, if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and

2. Achieve a passing score on the State Officer Certification Examination.

Additionally, the Petitioner is seeking a waiver of 11B-35.009, F.A.C., based on 11B-35.003(d) as follows: "(d) Auxiliary Officer Prerequisite Courses excluding all high-liability training courses may be taught using a virtual classroom. A virtual classroom is defined as a curriculum delivery system in which a Commission-certified instructor at one location presents course curriculum to one or more remote locations using video conference technology. All virtual classroom sites must be Commission-approved satellite sites for the training school delivering the curriculum. At least one Commission-certified instructor must be present at each approved satellite classroom site when students are present and must remain in the classroom while curriculum is being presented."

A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850)410-7676.

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2026-13

Paul Ryan Young,

Petitioner.

_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on November 10, 2025, the Department of Law Enforcement, received a petition for a permanent waiver of Rule 11B-27.002(4) and 11B-35.009, F.A.C, by Paul Ryan Young. Petitioner wishes to waive that portion of the rule that states: "An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following: 1) Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and 2) Achieve a passing score on the State Officer Certification Examination. Additionally, the Petitioner is seeking a waiver of Rule 11B-35.009, F.A.C., based on 11B-35.003(d) as follows: (d) Auxiliary Officer Prerequisite Courses excluding all high-liability training courses may be taught using a virtual classroom. A virtual classroom is defined as a curriculum delivery system in which a Commission-certified instructor at one location presents course curriculum to one or more remote locations using video conference technology. All virtual classroom sites must be Commission-approved satellite sites for the training school delivering the curriculum. At least one Commission-certified instructor must be present at each approved satellite classroom site when students are present and must remain in the classroom while curriculum is being presented."

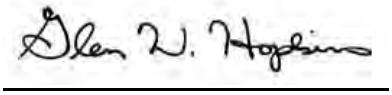
The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, May 14, 2026, at the Wyndham Grand Jupiter at Harbourside Place, Jupiter, Florida 33477.

If you plan to attend the hearing, please call Bureau Chief Glen Hopkins at (850) 410-8660 or email GlenHopkins@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by electronic mail (email) to Paul Young at ryno0303@gmail.com, on this 26th day of March 2026.



Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism,
Standards & Training Services

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Attorney Supervisor Natalie Bielby.

AGENDA ITEM: 4B

Request for Variance or Waiver: Request for a Permanent Waiver of Rule 11B-27.002(4)(a), F.A.C., by Theresa M. Shoemaker.

ISSUE

This agenda item is presented to the Commission by Theresa M. Shoemaker to request a permanent waiver of Rule 11B-27.002(4)(a), F.A.C.

EXECUTIVE SUMMARY

1. Petitioner is seeking a permanent waiver of Rule 11B-27.002(4), F.A.C., and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
2. Petitioner began basic recruit training on October 9, 2019, and completed the course on March 7, 2022.
3. Petitioner cites to substantial hardship as she is currently not able to obtain employment and certification as a law enforcement officer.
4. Petitioner has previously requested a similar waiver. On October 18, 2023, Petitioner submitted a petition for permanent waiver of Rule 11B-27.002(4)(a) (VAR-2023-15). The Commission initially denied Petitioner's request; however, Petitioner's request was later granted due to her petition not being presented to the Commission within 90 days of receipt as required by Section 120.542(8), Fla. Stat. An amended final order was issued on May 1, 2024, and Petitioner was given until October 9, 2024, to gain employment with an agency. On October 8, 2024, Petitioner submitted another petition for permanent waiver of Rule 11B-27.002(4)(a) (VAR-2024-10) which was subsequently withdrawn by Petitioner.
5. Petitioner has not provided current information regarding agency support.

RECOMMENDATION(S): Commission staff recommends that the Commission DENY the petition for a waiver of Rules 11B-27.002(4)(a), F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Ms. Shoemaker's request for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C., shall not be granted and she will not be eligible to become a certified law enforcement officer.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Ms. request for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C., shall be granted and she shall have 90 days from the date of the final order to gain employment and certification as a law enforcement officer.

SUPPORTING INFORMATION

1. Rule 11B-27-002(4), F.A.C., Exemption from Basic Recruit Training, **page 3**.
2. Section 120.542, F.S., Variances and Waivers, **page 3.**
3. Petition for Waiver of Rule 11B-27.002(4), F.A.C., by Theresa M. Shoemaker **pages 4 - 51**.
4. Petitioner Exhibits 1-21 , **pages 52-93.**
5. Petitioner Exhibits 22-30, **pages 94-120.**
6. Petitioner Exhibits 31-43, **pages 121-162.**
7. Petitioner Exhibits 44-53, **pages 163-199.**
8. Global Profile Sheet for Theresa M. Shoemaker, **pages 200.-201.**
9. Florida Administrative Registry Notice, **page 202.**
10. Notice of Hearing, **page 203.**

11B-27.002(4) Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following:

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2. Achieve a passing score on the State Officer Certification Examination.

Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History–New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23, 4-9-25.

Section 120.542, F.S., Variances and Waivers, mandates threshold proofs and notice provisions for variances and waivers from agency rules. Subsection (2) of this statute states:

ariances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application of a rule would create a substantial hardship or would violate principles of fairness. For purposes of this section, “substantial hardship” means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, “principles of fairness” are violated when the literal application of a rule affects a particular person in a manner significantly different from the way it affects other similarly situated persons who are subject to the rule.

History.—s. 12, ch. 96-159; s. 5, ch. 97-176; s. 37, ch. 2010-102; s. 5, ch. 2013-14.

SERVICE OF DOCUMENT

Florida Department of Law Enforcement
Agency Clerk – Office of the General Counsel
2331 Phillips Road
Tallahassee, Florida 32308
AgencyClerk@fdle.state.fl.us

March 26, 2026

FDLE Agency Clerk,

Per Rule 28-104.002(1), Florida Administrative Code, Theresa M. Shoemaker files the attached March 26, 2026 Petition For Waiver or Variance with the Florida Department of Law Enforcement Agency Clerk on March 26, 2026 via E-MAIL: AgencyClerk@fdle.state.fl.us

A true and correct copy of the March 26, 2026 Petition For Waiver or Variance was filed with the Joint Administrative Procedures Committee via U.S. Certified Mail on March 26, 2026 at the following address:

Joint Administrative Procedures Committee
111 West Madison Street
Pepper Building, Room 680
Tallahassee, Florida 32399-1400

If you have any inquiries, please forward all correspondence and notices to my designated E-mail address: Dailey2020@aol.com

Respectfully,

Date: March 26, 2026

/s/ Theresa M. Shoemaker

Theresa M. Shoemaker
Petitioner
1124 Oyster Bay Drive
Milton, Florida 32583
(850) 225-3249
Dailey2020@aol.com

Florida Department of Law Enforcement
FDLE Agency Clerk – Office of the General Counsel AgencyClerk@fdle.state.fl.us
2331 Phillips Road
Tallahassee, Florida 32308

Theresa M. Shoemaker
1124 Oyster Bay Drive
Milton, Florida 32583
(850) 225-3249
Dailey2020@aol.com

March 26, 2026

Theresa M. Shoemaker - Petition For Permanent Waiver or Variance of F.A.C. §11B-27.002(4)

Petition For Permanent Waiver or Variance of Florida Administrative Code, §11B27.002(4) Implementing Florida Statutes §§943.13, 943.133, 943.139 and 943.1395

Theresa M. Shoemaker (herein, "Petitioner") respectfully files her Petition For Permanent Waiver or Variance of Florida Administrative Code, §11B-27.002(4), implementing Florida Statutes,§§ 943.13, 943.133, 943.139 and 943.1395. Petitioner seeks a permanent waiver or variance to the administrative rule's time requirement to gain employment and certification as a law enforcement officer. In accordance with Florida Statutes, §120.542, Petitioner requests a permanent waiver or variance because the underlying purpose of the law has been or will be satisfied through some other means, and strict application of the rule creates substantial hardship and violates principles of fairness.

I. Statutory Authority and Related Laws

Florida Statutes, § 943.13(1)-(10)
Florida Statutes, § 943.1395(1)
Florida Statutes, § 120.542
Florida Statutes, § 943.10(4)
Florida Statutes, § 943.133(1)-(3)
Florida Statutes, § 943.139
Florida Statutes, § 120.53
Florida Statutes, § 120.54
Florida Statutes, § 120.57
Florida Statutes, § 120.569

Florida Administrative Code, Rule 11B-27.002
Florida Administrative Code, Rule 28-104
Florida Administrative Code, Rule 28-104.003
Florida Administrative Code, Rule 28-104.006
Florida Administrative Code, 11B-27.002(2)(a)
Florida Administrative Code, Rule 28-106.208

II. Underlying Purpose of Statutes and Administrative Rules

Pursuant to Florida Administrative Rule 28-104.002(2)(h), a petition for a variance or waiver must contain Petitioner's "reason why the variance or the waiver requested would serve the purposes of the underlying statute." The following information is an overview of the underlying purpose of the statute(s) and administrative law(s) relevant to the instant Petition.

A. Florida Statutes, §943.13(1)-(10)

The applicable statute **Florida Statutes, §943.13(1)-(10)**, contains an "Officers minimum qualifications for employment or appointment," germane to an officer's competency, critical skills, physical fitness and moral character which ensure an officer entering the workforce meets the current professional standards and training. **Florida Administrative Code, §11B-27.002(1)** implements the same statutory prerequisites found in Florida Statutes, §§ 943.13(1)-(10). The Commission ("CJSTC") and FDLE's "Officer Certification Process" incorporates **Florida Statutes, §943.13** in the "**Standards of Certification**."

Likewise, **Florida Administrative Code, §11B-27.002(4)** requires an employing agency for purposes of employment and certification to verify to the CJSTC/FDLE that an applicant has successfully complied with statutory requirements found in Florida Statutes, §943.13; namely, §943.13(9) which requires an applicant within four years from the beginning date of a Commission-approved Basic Recruit Training Program successfully complete the program; and, §943.13(10) which requires an applicant achieve a passing score on the State Officer Certification Examination. Exhibit 1: Florida Statutes,§ 943.13(1)-(10).

The ***underlying purpose*** of **Florida Statutes, § 943.13,** is to establish mandatory minimum standards and qualifications for employment to ensure the State of Florida employs and retains competent, effective officers who demonstrate current standards and training in tactical skills, a proficiency in firearms, are physically fit and of good moral character. The minimum qualifications befit professionalism, a safe environment and secure community; and reinforces CJSTC's mission "to ensure that the citizens of the State of Florida are served by the most qualified, well trained, competent and ethical criminal justice officers in the nation."

B. Florida Statutes, § 943.1395(1) and Florida Statutes, § 943.133

Florida Statutes, §943.1395(1) issues a statutory directive to the CJSTC to certify, under procedures established by rule, any person for employment or appointment as an officer under two statutory conditions: "(a) The person complies with s. 943.13(1)-(10); and (b) The employing agency complies with s. 943.133(2) and (3)."

Florida Statutes, § 943.133(1) clearly enunciates, "the **employing agency is fully responsible** for the collection, verification, and maintenance of documentation establishing that an applicant complies with the requirements of ss. 943.13, and any rules adopted pursuant to ss. 943.13."

Florida Statutes, § 943.133(2) mandates the employing agency prior to the employment or appointment of any officer, execute, maintain and submit or electronically transmit to the commission an **affidavit-of-compliance form** attesting to an applicant's compliance with subsection (1). **Florida Statutes, § 943.133(3)** requires a **employing agency to conduct a background investigation** in accordance with Commission rules.

C. Florida Administrative Code, Rule 11B-27.002

Inarguably, the CJSTC's **Florida Administrative Code, Rule 11B-27.002** administrative rule is instructive to a "**employing agency**" with regard to their mandated duty to submit timely documentation and forms verifying an applicant's adherence to statutory prerequisites before

gaining employment and obtaining certification as an law enforcement officer.[1] The CJSTC's administrative rule mandating employing agencies verify and maintain documents arises from statutory directives set forth in **Florida Statutes, §943.1395(1)** and **Florida Statutes,§ 943.133**.

The clear language of **Florida Administrative Code, §11B-27.002(1)**, implementing the prerequisites set forth in **Florida Statutes, §§ 943.13(1)-(10)**, explicates an employing agency's *administrative duties* "prior to submitting an application for certification" of a law enforcement officer and provides, in pertinent part:

> …the **employing agency** shall collect and verify documents establishing that an applicant has complied with the requirements of Section 943.13, F.S. Verified documents shall be maintained in the officer's training file at the employing agency.

To this end, CJSTC utilizes the **Automatic Management System** ("**ATMS**") the official database for information maintained by the FDLE, as "the system CJP staff and agencies statewide use to document and check personal certifications, Commission training, employment…" and, the "source that should be checked by agencies processing Florida certified or formally certified officers.[2]

Florida Administrative Code, §11B-27.002(2)(a) requires a employing agency to use the *ATMS* and *Global Profile Report* to certify to the CJSTC the applicant's certification eligibility; identify training and employment details; and create comprehensive applicant profiles which include examination records and documents evincing compliance with Florida Statutes, §943.13(1)-(10). To ensure certification requirements are met, the CJSTC provides employing agencies a checklist, "The Officer Certification/New Hire and Auxiliary Certification," as a guide for processing new or previously certified officers. Exhibit 2: The Officer Certification/New Hire Checklist.

The sections of **Florida Administrative §11B-27.002(4)(a) and (b)** concomitantly construed direct a employing agency to verify to the CJSTC and FDLE for purposes of certification that a new, non-previously certified applicant has successfully complied with statutory requirements found in Florida Statutes, §943.13(1)-(10); and specifically, in compliance with Florida Statutes, §943.13(9), an applicant within four years of the beginning date of a Commission-approved Basic Recruit Training Program has successfully completed the program; and Florida Statutes, §943.13(10), achieved a passing score on the State Officer Certification Examination.

Florida Administrative Code, §11B-27.002(4)(a) read in *pari materia* with **Florida Statutes, §§ 943.1395(1)** and **943.133**, corroborate obtaining certification as a law enforcement officer is an outcome derived after an "employing agency" facilitates the process of certification by collecting documents evincing an applicant has complied with statutory requirements found in

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[1] **943.10(4): "Employing agency"** means any agency or unit of government or any municipality or the state or any political subdivision thereof, or any agent thereof, which has constitutional or statutory authority to employ or appoint persons as officers…

[2] Florida Department of Law Enforcement Criminal Justice Professionalism/Criminal Justice Standards and Training Commission, *Officer Certification Process and Professional Compliance Process*, pgs.1-3. (Revised April 2025)

Florida Statutes, §943.13(1)-(10) and submitting them electronically into the ATMS along with a copy of a "Application for Officer Certification" (Form CJSTC 59) and the "Officer ATMS File." Upon review by the CJSTC, the applicant may then receive certification as an officer.

Important Note: These statutes, administrative rule and agency standards promulgate mandates regarding a **employing agency's** duties and procedures for compliance verifications of applicants seeking to obtain certification as officers.

- Notably, Florida Statutes, §943.13(1)-(10), Florida Statutes, §943.1395, the Florida Administrative Code, Rule 11B-27.002(1), and "Standards of Certification" ***do not*** list **"employment"** or a **"four (4) year term limit to gain employment"** as a statutory minimum requirement for certification.

- Florida Administrative Code, §11B-27.002(4)(b) requires an applicant for certification as an officer be in compliance with **Florida Statutes, § 943.13(9) and (10)** as a "*condition of employment.*"

C. Florida Statutes, §120.542 and Florida Administrative Code, 28-104

The statute governing waiver or variance procedures is **Florida Statutes, §120.542**; and governing rules are set forth in **Florida Administrative Code, 28-104**, a part of the **Uniform Rule of Procedure**.

All sections of Florida Statutes, 120.542 must be construed together as a single, consistent, and harmonious whole. Florida Statutes, §120.542(1) acknowledging "a strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances," authorizes the FDLE and the CJSTC to adopt procedures to provide relief to persons subject to its regulation. Florida Statutes, §120.542(2) permits regulatory agencies to grant variances and waivers to their own rules when a person subject to the rule **"demonstrates that he or she can achieve, or has achieved, the purpose of the underlying statute by other means"** and when the strict application of the rule would **"create a substantial hardship or violate principles of fairness."** Pursuant to the authority vested under Florida Statutes, §120.542(3), the CJSTC may adopt **uniform rules of procedure** for granting or denying petitions for variances and waivers. The uniform rules establishing procedures the FDLE, CJSTC, and Petitioner must follow in the process of granting or denying waivers and variances of agency rules are set forth in Florida Statutes, §120.542(4)-(9).

Florida Administrative Code, 28-104 implements **Florida Statutes, §120.542** which provides information pertinent to a petition's filing, form, content, and issues a directive to an agency to "furnish a copy of the petition to any other agency responsible for implementing the rule."

The ***underlying purpose*** of **Florida Statutes, 120.542** is to provide relief to persons subject to CJSTC's strict administrative regulations when an applicant can demonstrate reasonable compliance with the underlying purpose of *applicable statutes* through other means and to this end adopts uniform rules of procedures for granting or denying petitions for waivers and variances to ensure fairness, consistency, and the efficiency of hearings. ***Importantly**, an agency's failure to provide relief to strict administrative rule requirements after a petitioner has established compliance with the statute's underlying purpose or an agency's is noncompliant

with statutory and administrative uniform procedures used in granting or denying petitions not only *violates the underlying purpose* of **Florida Statutes, 120.542**, but can **deny a petitioner due process, creates substantial hardships** and **violates the principles of fairness.**

III. Denial of the Petition for a Permanent Waiver or Variance Will Create Substantial Hardship(s) for Petitioner

Florida Statutes, §120.542(2) permits regulatory agencies to grant variances and waivers when the strict application of the administrative rule would create substantial hardship(s).

In denying the instant petition, Petitioner would not be eligible for employment or to obtain certification as a law enforcement officer. Petitioner would lose conditional offers of employment as a law enforcement officer and suffer the loss of income associated with her unemployment. Petitioner would lose her compliance status with respect to her previous successful completion of all the competencies in a Commission-approved Florida CMS Law Enforcement program and a passing score on the S.O.C.E; four years of Petitioner's time and hard work, as well as, the expenses/fees she incurred while successfully completing Florida CMS Law Enforcement program, achieving a passing score on the S.O.C.E. and obtaining offers of employment would be irrevocably lost.

Retraining and the assessment process would cause Petitioner substantial economic hardships. Petitioner would incur the substantial loss of her time and imposition of significant costs/fees associated to retake Basic Recruit Training and obtain compliance with the requisites in F.A.C., §11B-27.002(4) which she must pay on her own. Specifically, Petitioner would have to enroll in a Commission-approved Basic Recruit Training Program in the 2026 Fall semester (mid - August) and the Florida CMS Law Enforcement Program lasts 30 weeks (NWFSC Criminal Justice Training Center). The program does not offer online classes and will take two full semesters (not including breaks between semesters); costs are approx. $ 3,750.00-$ 4,200.00. Petitioner would be required to submit a new application, pass a physical exam and background check.

Petitioner would then have to endure reapplying, interviewing, and rigorous and extensive assessment of each employer's recruitment and certification process for a *third time*. Denial of the permanent waiver or variance would cause substantial hardships because Petitioner's spouse is a private contractor who frequently is on temporary duty ("TDY") outside the county or the country. Petitioner would have to solely maintain all family financial, household and legal matters while completing a vigorous time consuming retraining and the assessment process.

IV. Granting Petitioner's Waiver would serve the purposes of the underlying statute(s)

Granting the Petition would serve the underlying purposes of **Florida Statutes, § 943.13(1)-(10)** and **Florida Statutes,§120.542**.

Petitioner's compliance with all the requirements set forth in Florida Statutes, §943.13 (1)-(10); successful completion of the Florida CMS Law Enforcement Basic Recruit Training and passing

the State Officer Certification Examination within four years; along with Petitioner's military service and Honorable Discharge from the United States Air Force; education and extensive work experience in legal, military, criminal and civil matters make her a qualified and competent applicant eligible for employment and a valuable asset to any law enforcement agency.

In accordance to Florida Statutes, §120.542, Petitioner is able to demonstrate compliant adherence and submits the following supporting evidence which demonstrates she can or has **achieved the purpose of the underlying statute, Florida Statutes, § 943.13(1)-(10).**

1) Petitioner is over 19 years old and a United States citizen.

2) Petitioner is law-abiding resident of the State of Florida and of good moral character.

3) In July 1996, after serving 9 years, Petitioner was **Honorably Discharged** from the USAF. Petitioner served in the following capacities: Military Justice Paralegal in the Office of the Staff Judge Advocate; and collaborated with the Office of Special Investigations, Secretary of the Air Force, Florida's Brevard County Narcotics Unit Special Agent (drug related cases), and Office of State Attorney, First Judicial Circuit of Florida (fraud related cases).

4) Petitioner completed the following post-secondary education, training and certifications: Bachelor of Science in Psychology (3.7 GPA); Bachelor of Arts in Legal Studies Professional (3.6 GPA); Florida Real Estate Broker (2002); Military Justice Paralegal (1992). Exhibit 3: Theresa M. Shoemaker Resume.

5) On **October 09, 2019**, Petitioner enrolled in a Commission-approved Basic Recruit Training Program at George Stone Training Center and graduated on **March 07, 2022**, after successfully completing Florida CMS Law Enforcement Basic Recruit Training with a 93% average. Exhibit 4: Graduation Certificate from George Stone Technical College and Official Transcript.

6) On **August 12, 2022**, Petitioner achieved a passing score on the State Officer Certification Examination ("S.O.C.E.")

7) Petitioner's ATMS Global Profile confirms the information in the foregoing paragraphs (5)-(6).

8) Petitioner is in *full compliance* with all standards of certification and minimum requirements set forth in **Florida Statutes, § 943.13(1)-(10)**; and statutory requirements set forth in **Florida Administrative Code, §11B-27.002(4)**, specifically, **Florida Statutes,§943.13(9)-(10).**

9) Petitioner is in *full compliance* with all "**Standards for Certifications**" and **minimum requirements** set forth in the FDLE/CJSTC's "*Officer Certification Process and Professional Compliance Process*," [3] as specified below:

[3] Florida Department of Law Enforcement Criminal Justice Professionalism/Criminal Justice Standards and Training Commission, *Officer Certification Process and Professional Compliance Process*, pgs. 1-3. (Revised April 2025)

a. be at least 19 years of age, except 18 years of age for correctional officers;
b. be a citizen of the United States;
c. be a high school graduate or its equivalent;
d. not have been convicted of any felony or of a misdemeanor involving perjury or a false statement, regardless of withholding of adjudication or suspended sentence; not have pled guilty or nolo contendere to or found guilty of any felony or misdemeanor involving perjury or a false statement;
e. not have received a dishonorable discharge from any of the Armed Forces of the United States;
f. have processed fingerprints on file with the employing agency;
g. have passed a physical examination by a licensed physician, physician assistant or licensed advanced practice registered nurse based on specifications established by the Commission;
h. have good moral character, as determined by a background investigation under procedures established by the Commission;
i. submit an affidavit attesting to compliance;

i. Satisfactorily complete a Commission-approved course of basic recruit training, unless exempt pursuant to Florida Statutes;
ii. Satisfactorily pass the state examination in the respective discipline; and
iii. Comply with the continuing training or education requirements.

V. Specific Facts that Demonstrate a "Substantial Hardship(s)" or "Violation of the Principles of Fairness" that Justify A Waiver Or Variance For The Petitioner

Petitioner submits the following specific facts and evidence that demonstrates substantial hardship(s) or violation of the principle of fairness which justify a waiver or variance for the Petitioner.

A. CJSTC, FDLE or Employing Agency Previously Failed To Comply With Administrative and Statutory Mandated Procedures, Duties and Directives Related To Compliance Verification for Petitioner's Employment And Certification

The FDLE identifies "five primary steps to becoming a certified officer in Florida;" four of which are relevant to Petitioner: (1) Meet the minimum qualifications pursuant to Florida Statutes, § 943.13; (3) Pass the State Officer Certification Examination for the respective discipline; (4) Gain employment with a Florida criminal justice employing agency with that agency completing a full background investigation and submitting an Officer Certification Application form CJSTC-59 on the officer's behalf; and (5) Have the employment file reviewed by Commission staff to ensure compliance. *See* https://www.fdle.state.fl.us/cjstc/officer-requirements/how-to-become-an-officer.

Petitioner complied with the competency statutory requirements of **Florida Statutes, §943.13(1)-(10) and Florida Administrative Code, § 11B-27.002(4)**, and thereafter, applied and gained conditional offers of "employment" ("COE") *before* the approved deadline of **October 09, 2024.**

In support, Petitioner submits the following documents and facts:

1) Under Florida Administrative Code, § 11B-27.002(4)(a), Petitioner's start date at George Stone Training Academy was 10/09/2019 and her compliance "end date" to gain employment and certification was **October 09, 2023**.

2) On **October 08, 2023**, filed a Petition For Waiver or Variance of Florida Administrative Rule 11B-27.002(4) Florida Law Implement Citation 943.12(3), 943,13, 943,133, 943.139 and 943.1395 (herein, "October 09, 2023 Petition For Waiver") requesting an extension of her end date until October 9, 2024. Exhibit 5: October 09, 2023 Petition For Waiver E-Mail Copy to GC Bufano.

3) On **May 01, 2024**, in the Amended Final Order, CJSTC granted the October 08, 2023 Petition for Waiver and extended Petitioner's expiration end date until **October 09, 2024**. Exhibit 6: Amended Final Order, dated May 01, 2024.

4) On **March 11, 2023**, Petitioner submitted an application for employment at the Florida Highway Patrol ("FHP"). Exhibit 7: March 11, 2023 FHP Application for Employment Topsheet. On **April 11, 2023**, Petitioner received a letter from FHP's Background, Recruitment and Selection Office confirming she "*successfully completed your application and supplemental affidavit*," and attached a **Conditional Offer of Employment**. The letter stated, "If any portion is missing, incomplete, or incorrect, our staff will contact you for correction." Exhibit 8: April 11, 2023 FHPSMV Letter and Conditional Offer of Employment.

5) On **June 30,2024**, Petitioner submitted a second application of employment to the Florida Highway Patrol. Exhibit 9: June 30, 2024 FHP Application for Employment Topsheet. Petitioner received a Conditional Offer of Employment from the FHP. Exhibit 10: June 30, 2024 FLHSMV Conditional Offer of Employment and E-mails.

6) On **July 14, 2024**, Petitioner submitted an application of employment to the Clay County Sheriff's Department; on **July 16, 2024** received a Conditional Offer of Employment as a Deputy Sheriff; and on August 20, 2024, successfully completed her Panel Employment Interview. Exhibit 11: July 16, 2024 Clay County Sheriff's Department COE and E-mail.

Under the terms of their conditional offers of employment, the FHP on March 11, 2023 and on June 30, 2024, and the Clay County Sheriff's Department on July 16, 2024, requested Petitioner submit sworn Affidavits, documentation and proof demonstrating compliance with statutory requisites set forth in Florida Statutes, § 943.13(1)-(10). In the initial application stage, Petitioner provided the employing agencies with documentation evincing compliance with Florida Statutes,§ 943.13(1)-(10) and authorized background checks. Both employing agencies were given or had access to Petitioner's medical, education, military, driving and employment records; Birth Marriage Certificates, Name Change documents; fingerprints/FBI, and criminal and civil records.[4] Notably, the *ATMS Global Profile* provided both employing agencies with confirmation

[4] Petitioner's 04/11/2023 and 06/30/2024 FHP Applications contained a "ATS: Supplemental Application" wherein the employing agency required Petitioner to "Thoroughly fill, sign, notarize, and upload" thirteen (13) waivers; and multiple "Documents," with the stipulation: "**Your application will**

that Petitioner successfully completed George Stone Training Academy and received a passing score on the S.O.C.E.

Both employing agencies unequivocally knew and had competent substantial evidence demonstrating *Petitioner was in compliance with the minimum statutory requirements set forth in Florida Statutes, §943,13(1)-(10)*. Accordingly, it was **incumbent upon the employing agency** to obey their mandated administrative and statutory duties, procedures and directives for compliance verification to the Commission for the Petitioner, a law enforcement officer applicant who had not been previously certified and complied with the certification requirements pursuant to Florida Statutes, 943.13(1)-(10); and specifically:

- Pursuant to **Florida Administrative Code, §11B-27.002(2)(a)**,"the employing agency shall certify to the Commission that the applicant is eligible for certification by submitting to the Commission a completed **Officer Certification Application,** form **CJSTC-59** ...***within 30 days*** of the applicant's compliance with the certification requirements."

- Pursuant to **Florida Statutes, §943.1395(1)(b)** and **Florida Statutes, § 943.133**, the employing agency was not only "fully responsible for the collection, verification, and maintenance of documentation establishing that an applicant complies with the requirements of ss. 943.13," but was statutorily required to execute, maintain, and submit to the Commission a registration **Affidavit-of-Compliance** (CJSTC-59) attesting to Petitioner's compliance with Florida Statutes, §943.13 *prior* to the employment of Petitioner as an law enforcement officer.

- If the Officer Certification was deficient, an **Officer Certification Application Deficiency Notification** (CJSTC-259) must be issued. employing agency was required to maintain a file with the CJSTC-259, a copy of CJSTC-59 and other employment documents. A employing agency was required to **submit a copy of form CJSTC-259** and **missing or deficient documentation** to Commission ***within 90*** days from the date the form was signed and issued.

Upon review of the Petitioner's ATMS Global Profile, and for the reasons stated in the ensuing paragraphs, Petitioner believes either the FDLE, CJSTC or employing agencies failed to timely comply with their statutory mandated duties and administrative rules by **failing** to:

a) Submit a **CJSTC-59** form ***within 30 days*** of establishing Petitioner's compliance with the requirements of Florida Statutes, §943,13(1)-(10);
b) Submit a **CJSTC-259** form indicating a deficiency in the Officer Certification Application;
c) Provide missing or documentation related to any deficiencies noted in **CJSTC-259** to the Commission ***within 90 days*** after the signed form was issued;
d) Update information and documentation into the **ATMS Global Profile** to reflect

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not proceed until all documents here are complete." Applicant complied by uploading and scanning documents including but not limited to Petitioner's: (1) Birth Certificate; (2) Military DD Form 214; (3) Driver License; (4) Driving Records in 3 states; (5) Education Records, including High School and College Records; (6) Marriage Certificate; (7) Law Enforcement Training Certificate of Completion of George Stone Training Academy; (8) Law Enforcement Training Academy George Stone Transcript; and, (9) Law Enforcement Training Academy NWFLC Transcript.

Petitioner had complied with the requirements of Florida Statutes, §943,13(1)-(10) and any additional missing documentation;

e) Update information and documentation into the **ATMS Global Profile** to reflect the Commision *granted* Petitioner a waiver or variance **extending the "end date"** for compliance until **October 09, 2024**;

f) The Commission staff **failed to adequately review the employment file** to ensure Petitioner's compliance. *See* below in Section B.

Based on the aforementioned facts and law:

1) Petitioner was eligible and entitled to obtain certification as a law enforcement officer *before* the expiration of her extended "end date" of October 09, 2024.

2)The CJSTC/FDLE or employing agencies failure to obey and apply statutory mandated procedures and directives and administrative rules.

3) The CJSTC/FDLE or employing agencies actions, or lack thereof, unduly negatively impacted and caused substantial delays to **Petitioner's ability to timely gain employment and obtain certification, created substantial hardships** and **violates the principals of fairness.**

B. The CJSTC/FDLE Failed To Comply with Statutory Law and Administrative Rules From August 22, 2022 until October 09, 2023

Pursuant to **Florida Statutes, §120.542**, the FDLE/CJSTC may adopt and establish uniform rules to include procedures for the granting, denying, or revoking of emergency and temporary variances and waivers. To this end, Florida Statutes, §120.542 and supplementary administrative rules recognize the need for agencies to provide targeted guidance to a submission of a petition for waiver or variance since they are not always in the right form and often lack information that is important to an agency's decisions.

While the FDLE or CJSTC cannot provide legal advice, **Florida Statutes, §120.564** and **Florida Administrative Code, Rule 28-104.006** explicate agencies have a legal mandate to "**advise persons**" of the remedies and uniform rules of procedures available to persons seeking relief from the strict application of administrative rules.

Florida Statutes, §120.542(4) clearly expounds an agency's duty:

> (4) " Agencies shall advise persons of the remedies available through this section and shall provide copies of this section, the uniform rules on variances and waivers, and, if requested, the underlying statute, to persons who inquire about the possibility of relief from rule requirements."

FDLE/CJSTC must comply with **Florida Administrative Code, Rule 28-104.006**, implementing Florida Statutes, §120.642(4), which provides specific directives and timeframes regarding a petitioner's request for information.

Florida Administrative Code, Rule 28-104.006 clearly expounds an agency's duties:

> **28-104.006 Request for Information.**
>
> (1) When a person inquires of the agency about the possibility of relief from any rule requirements or the remedies available pursuant to Section 120.542, F.S., the agency shall provide the information required by Section 120.542(4), F.S., ***within 15 days of the inquiry***.
>
> (2) In its response to a request for information, the agency shall indicate the name, address and e-mail address of the appropriate contact person for additional information and shall ***indicate how a petition for variance or waiver is filed with the agency***. (Bold and Italics Added)

From **August 2022 until October 09, 2023**, Petitioner communicated with the FDLE Office of General Counsel ("OGC") seeking guidance and advice to determine whether her original enrollment on August 20, 2018 in the NWFLC Training Center *or* her later enrollment on October 09, 2019 in the George Stone Training Center would serve as "the beginning date" of a Commission-approved Basic Recruit Training Program; and further, the effect of Petitioner's withdrawals from each of these programs in determining the Petitioner's correct compliance "end date." The distinction was important in determining the four year term beginning start date and compliance end date for completing the remaining requirements set forth in Florida Administrative Code, Rule 11B-27.002(4)(a); namely, gain employment, and obtain certification as a law enforcement officer.

For **fourteen months**, The FDLE and CJSTC's **dissemination of misinformation**, **errant guidance**, **lack of uniformity**, **flagrant disregard** and **violation of statutory mandates and administrative uniform rules of procedure** caused *significant delays* and unduly negatively impacted Petitioner's ability to gain final employment and obtain certification. Moreover, FDLE and CJSTC's actions, or lack thereof, created substantial hardships and violated the principal of fairness.

In support of these claims, the ensuing paragraphs memorialize the facts, dates, communications and documents relevant to Petitioner's request to the CJSTC for a permanent waiver or variance.

1) On **August 17, 2022**, Petitioner sent a letter to FDLE OGC General Counsel Christopher Bufano ("GC Bufano") from her Physician, Dr. Peter Oas, seeking an extension of her end date as a result of medical hardships. Exhibit 12: August 16, 2022 Dr. Oas Letter re: Medical Waiver for Extension of End Time. In the e-mail Petitioner refers to "4-year training that **expires** on Saturday **August 20, 2022**." Exhibit 13: August 17, 2022 Shoemaker E-Mail to FDLE Office of General Counsel, GC Bufano.

2) On **August 22, 2022**, GC Bufano responded by informing Petitioner that Dr. Oas' letter requesting an extension of time was "not legally sufficient to proceed as a petition." GC

Bufano provided the following advice and guidance regarding the form and filing of a Petition for Waiver:

a) Provided the "following link for information on how to file a petition for rule waiver with our agency clerk: Variance and Waiver (state.fl.us)"

b) Advised Petitioner, "Petitions must adhere to the requirements contained in the information page from that link or they will not be considered;" and,

c) Provided the following e-mail and mailing address of the FDLE Agency Clerk where the petition waiver must be sent:

Email: AgencyClerk@fdle.state.fl.us
Phone: (850) 410-7676
Fax: (850) 410-7699

Mailing Address
Florida Department of Law Enforcement
Agency Clerk-Office of the General Counsel
P.O. Box 1489
Tallahassee, Florida 32302

Exhibit 14: August 22, 2022 FDLE GC Bufano E-Mail; Dr. Oas Letter and Waiver/Variance.

3) For **five months**, the FDLE OGC failed to respond to Petitioner's request for information and guidance on the effects of her withdrawals and multiple enrollment start dates and her compliance end dates relevant to seeking relief under Florida Statutes, § 120.642.

4) On **December 07, 2022**, Petitioner filed a **December 07, 2022 Petition for Waiver** or Variance.

5) On **January 23, 2023** FDLE Assistant General Counsel Matt Casey's ("AGC Casey") response, albeit not entirely accurate or complete, did provide specific information Petitioner had a compliance end date of "October 09, 2023," but provided **material misinformation** that Petitioner "began the basic recruit academy that you *completed on October 19, 2019*."

6) On **May 11, 2023**, Petitioner once again communicated via e-mail with AGC Casey in an attempt to establish the correct "end date" and establish whether her withdrawals from the George Stone Training Academy on 06/20/2022 changed her compliance end date. Petitioner applied her remarks and questions on a copy of AGC Casey's January 23, 2023 letter. Exhibit 18: May 11, 2023 Shoemaker E-mail to Casey re: "end dates" and "withdrawal dates."

7) AGC Casey **never responded or provided guidance** to Petitioner's May 11, 2023 request for information regarding her petition for waiver seeking relief under Florida Statutes, §120.642.

Based upon the foregoing facts, documentation and law, FDLE GC Bufano, within fifteen (15) days, provided Petitioner with the underlying statute and a link on the FDLE website which contained information about a petition's requirements, content and how to file a petition for a waiver of a rule.

FDLE GC Bufano having access to the **ATMS Global Profile**, could have informed Petitioner that August 20, 2022 was not the correct compliance end date but **failed to respond within 15 days**, and further, **failed to provide any guidance or advice** regarding Petitioner's request for information about the correct start date and the effect of Petitioner's withdrawal from two separate training academies on Petitioner's compliance "end date." Accordingly, FDLE OGC **failed to comply with Florida Administrative Code, Rule 28-104.006(2).**

FDLE AGC Casey's **January 23, 2023** response did provide specific information indicating Petitioner had a compliance end date of "October 09, 2023," but caused Petitioner further confusion because it was not entirely accurate or complete and contained **material misinformation** which stated Petitioner "began the basic recruit academy that you *completed on October 19, 2019.*" Notably, Petitioner never began or completed a basic recruit program on "October 19, 2019." On **May 11, 2023**, Petitioner made another request for information to obtain clarity regarding Florida Statutes, §120.564 and her compliance end dates because OGC Casey's response **never addressed** the effect of Petitioner's June 20, 2022 withdrawal from George Stone Training Center.

On multiple occasions from **August 2022 until October 09, 2023,** the FDLE OGC patently **ignored or failed to timely respond and provide relevant information in their possession** which would have determined critical compliance dates and provided clarity to Petitioner regarding the remedies and relief available under **Florida Statutes, §120.564** and **Florida Administrative Code,§11B-27.002(4).**

For *fourteen (14) months*, the FDLE OGC failed to provide guidance or to timely respond to Petitioner's request for information pertinent to compliance dates for the purpose of obtaining a remedy or relief under **Florida Statutes, §120.564** and relevant to **Florida Administrative Code, Rule 11B-27.002(4)**, along with the dissemination of misinformation caused significant delays, created substantial hardships and violates the principals of fairness.

While FDLE OGC policy does not permit employees to provide legal advice, Petitioner believes the establishment of a beginning date and compliance "end date" is not legal advice but informational in nature. Thus, on **August 22, 2022** OGC GC Bufano could have simply informed Petitioner the compliance end date was not August 20, 2022; the FDLE accepted her enrollment at the George Stone Training Center as "the beginning date;" and further, advised Petitioner if the withdrawals effected the compliance end date.

Instead, GC Bufano directed Petitioner to file a Petition for Waiver and informed her where to find the "sample" petition. Thereafter, on December 07, 2022, Petitioner following GC Bufano's guidance and advice filed a Petition for Waiver or Variance which contained a format and information similar to one of the samples on the FDLE website. Ultimately, the FDLE OGC's failure to provide guidance or respond to Petitioner's request for information led to AGC Casey's determination that Petitioner's December 07, 2022 Petition for Waiver was "legally insufficient" and the subsequent denial of that petition.

December 07, 2022 Petition of Waiver or Variance

On **December 07, 2022**, as instructed by FDLE OGC GC Bufano, Petitioner filed her Petition for Waiver or Variance with the FDLE Agency Clerk, via E-mail and U.S. Certified Mail. The

Petition For Waiver was in compliance with the specifics and instructions provided in Florida Statutes, §120.542(5) and followed the form and requirements found in an example of a successfully approved petition provided on the FDLE website. Exhibit 15: December 7, 2022 Petition of Waiver; Exhibit 16: E-mail to FDLE Agency Clerk/PDF Dec. 07, 2022 Petition For Waiver.

On **January 23, 2023**, **forty seven days later**, FDLE Assistant General Counsel Matt Casey ("AGC Casey") sent an e-mail informing Petitioner "The December 07, 2022 Petition for Waiver **would not be placed on the agenda for the next CJSTC meeting in February**" and was "**being denied as legally insufficient**."

AGC Casey provided the following explanation for the denial of the petition, pertinent in part:

> The rule from which you have sought a waiver is not one that you are currently adversely affected by…FDLE/CJSTC Rule 11B-27.002(4) **is not a rule which you are adversely affected by because you began the basic recruit academy** that you **completed on October 19, 2019**, which means you **still have until October 09, 2023** to have successfully completed the program, to have achieved a gain employment and certification as an officer. [Bold Added]

Exhibit 17: January 23, 2023 AGC Casey E-mail Letter: Denial Dec 07, 2022 Petition for Waiver.

Florida Statutes, §120.542 and administrative rules establish and adopt uniform procedures for the granting, denying, waivers and variances. The FDLE Agency Clerk/OGC **failed to follow mandated statutory law or administrative uniform rules of procedure** while processing the December 07, 2022 Petition for Waiver. Petitioner alleges the actions and procedures the FDLE Agency Clerk/OGC employed to process and render a "*denial*" of the December 07, 2022 Petition for Waiver for being "*legally insufficient*" were **arbitrary** and **inconsistent; did not comport with agency policy directives or procedures; lacked jurisdiction**; and demonstrate **a flagrant disregard** and **blatant violation of statutory law and administrative uniform rules**. Moreover, Petitioner alleges the FDLE Agency Clerk/OGC's actions, or lack thereof, denied Petitioner the lawful right to notice and to be heard; the right to provide additional information; and, failed to afford Petitioner an opportunity to a full and fair hearing.

In support of these allegations, Petitioner submits the following facts and evidence:

Florida Administrative Code, Rule 28-104.002

Florida Administrative Code, Rule 28-104.002 requires all petitions for variances and waivers *be submitted to the FDLE's Agency Clerk*, stating: "Upon receipt of the petition for variance or waiver, the agency shall furnish a copy of the petition to any other agency responsible for implementing the rule." This procedural directive permits the FDLE Agency Clerk to delegate and delineate the responsibilities and sequences of work within the FDLE's internal departments while ensuring compliance with Florida Statutes and Florida Administrative uniform rules of procedure. Specifically, the FDLE Agency Clerk is responsible for handling the intake of a petition for waiver and variances, F.A.R. notices, coordination with affected programs and offices, transmittal of recommendations for action, preparation and issuance of necessary orders.

It appears the December 07, 2022 Petition for Waiver was delegated to OGC AGC Casey for review but the **Agency Clerk** failed to conduct any other mandated duties or delegate sequences of work.

Florida Statutes, §120.542(6)
Florida Administrative Code, Rule 28-104.003

Florida Statutes, §120.542(6) mandates uniform rules of procedures an agency must implement *after* receiving a petition for variance and waiver:

> ...within **15 days** after receipt of a petition for variance or waiver, **an agency shall provide notice of the petition to the Department of State**, which shall **publish notice of the petition** in the first available issue of the Florida Administrative Register. The notice shall contain the name of the petitioner, the date the petition was filed, the rule number and nature of the rule from which variance or waiver is sought, and an explanation of how a copy of the petition can be obtained. The uniform rules shall provide a means for interested persons to provide comments on the petition.

In violation of **Florida Statutes,§120.542(6)** and **Florida Administrative Code, Rule 28-104.002(4)** the FDLE Agency Clerk/OGC **failed to**:

1) Provide a notice or furnished a copy of the December 07, 2022 Petition of Waiver to the Department of State within 15 days of the receipt of the petition.
2) Issue or timely published a Notice of the Petition in the Florida Administrative Register.
3) Provide a copy of the petition for interested persons to provide comments on the petition.

In the absence of the notice and availability of a copy of the Petition on the F.A.R., the public, all interested parties and the agency was denied the right to review and provide comments in violation of **Florida Administrative Code, Rule 28-104.003**.

These violations initiated a surge of noncompliance with the succeeding stages of statutory and administrative procedure required to be completed prior to CJSTC's review of a petition.

Florida Statutes, §120.542(7)

Florida Statutes, §120.542(7) specifically outlines the FDLE procedural directives and timeframes stating, pertinent in part:

> ...**Within 30 days** after receipt of a petition for a variance or waiver, an agency shall **review the petition** and **request submittal of all additional information** that the agency is permitted by this section to require. **Within 30 days** after receipt of such additional information, the agency shall **review** it and may **request only that information needed to clarify the additional information** or to answer new questions raised by or directly related to the additional information. [Bold Added]

- **FDLE Agency Clerk/FDLE OGC's "Denial" of the December 07, 2022 Petition For Waiver was in Violation of Florida Statutes, §120.542(7) Strict Time Limits**

Florida Statutes, §120.542(7) is instructive as to the time limits for administrative procedures and the process of granting or denying a Petition of Waiver. On December 07, 2022, Petitioner filed her Petition for Waiver, and thereafter, the FDLE Agency Clerk/FDLE OGC must complete a series of *procedures prior to processing a petition for waiver* or variance. Specifically, **within 30 days** the FDLE Agency Clerk must: a) review the petition and determine if there is enough information in the request to meet the intent of the statute's instructions; and, b) in the event the petition does not contain enough information, request petitioner submit all additional information that the agency is statutorily permitted by this section.

In the instant case, FDLE Agency Clerk failed to correctly facilitate the pre-processing review and preparation of the Petition For Waiver…never sent a copy pf the Petition to F.A,R., **never contacted** the Petitioner after she filed the Petition for Waiver **to ask her to submit any additional information** relevant to her petition; and further, **never requested that the Petitioner clarify any information** included in her petition. The FDLE Agency Clerk **should have reviewed and processed** the Petition **within 30 days** after the December 07, 2022 Petition for Waiver was filed. The FDLE Agency Clerk/OGC never forwarded the December 07, 2022 Petition for Waiver to the CJSTC. In *stark contrast to its statutory mandated duties*, on **January 23, 2023, forty seven (47) days** after Petitioner filed the December 07, 2022 Petition for Waiver, FDLE AGC Casey reviewed the petition and informed Petitioner the petition was "*being denied as legally insufficient.*"

Consequently, the FDLE Agency Clerk/OGC failed to comply with its duties in a timely manner in violation of **Florida Statutes, §120.542(7)** strict statutory **30 day time limit** to **review** and **determine the "legal sufficiency"** of the December 07, 2022 Petition for Waiver, and to issue an order/request to the Petitioner for additional information and the opportunity to correct the deficiency or explain why the request for hearing should be granted in spite of the deficiency.

- **"Denial" of the December 07, 2022 Petition For Waiver is not Within the Purview of the FDLE Agency Clerk/OGC's Statutory Authority and Administrative Duties**

Florida Statutes, §120.542(7) is relevant to the duties of the FDLE Agency Clerk and its delegation of responsibilities and sequences of work within the FDLE's internal departments while engaging in the process of granting and denying a petition for waiver or variance. To ensure fairness, reasonableness, consistency, and timely resolution of a petition, agencies must be in compliance with **Florida Administrative uniform rules of procedures** which implement Florida Statutes, §120.542(7).

As stated in the foregoing paragraphs, **Florida Statutes, §120.542(7) sets the time frames and deadlines** the FDLE Agency Clerk must comply with while carrying out its statutory duties to **initially review a petition upon receipt**, identify the type of additional information needed by the Commission to make a decision, and issue an order requiring a petitioner to provide specified information…all ***within 30 days*** **after the filing of a petition of waiver or variance**. In the event the FDLE Agency Clerk is not sure of what information is needed, administrative protocol directs the Agency Clerk to email the relevant program office(s) for guidance.

In Petitioner's case, it appears the Agency Clerk's Office contacted the FDLE OGC for guidance and review of the December 07, 2022 Petition for Waiver. Thereafter, FDLE AGC Casey did not order or request any additional information from the Petitioner for reevaluation. Accordingly, having no additional information to review and reevaluate, after the statutory 30 day time limit expired, the FDLE Agency Clerk's **duty was to prepare the file, make a recommendation for action and forward the December 07, 2022 Petition for Waiver to the Commission. Florida Statutes, §120.57(2)(a)** explains the procedure after a petition or a request for a hearing is filed with an agency stating, in pertinent part, "A **request for a hearing** shall be granted or denied **within 15 days** after receipt..." **The referring agency shall take no further action with respect to a proceeding under 120.57(1) except as a party litigant**..."

The underlying record evinces FDLE AGC Casey's "*denial*" of the December 07, 2022 Petition for Waiver and determination of "*legal insufficiency*" was made on **January 23, 2023, forty seven (47) days after the petition was filed**. Under these circumstance, Petitioner alleges *after* the expiration of the 30 day statutory time limit, the FDLE Agency Clerk/OGC **had no legal authority or jurisdiction to deny the December 07, 2022 Petition for Waiver.**

FDLE Agency Clerk/OGC violation of Florida Statutes, §120.542(7) was compounded by the conclusionary "denial" of the December 07, 2022 Petition For Waiver ***without first holding a hearing on the matter***. FDLE AGC Casey's decided that the December 07, 2022 Petition for Waiver "would not be placed on the agenda for the next CJSTC meeting in February," ***without first complying*** with statutory mandates and administrative protocols, including providing Petitioner an opportunity to submit additional information to correct the deficiency, explain why the request for hearing should be granted in spite of the deficiency or withdraw the petition; and then, preparing the issues and record, making and routing FDLE Agency's Clerk/FDLE OGC's recommendation and records to the Commission. Petitioner alleges, the FDLE Agency Clerk actions, or lack thereof, demonstrate a **flagrant disregard of Florida Statutes, §120.542(7)** and **violation its statutory duties and administrative directives,** which culminated in depriving Petitioner of due process and the right to have a full and fair hearing on the evidence and matters.

The December 07, 2022 Petition for Waiver's form, language and contents mirrored the "example" of an approved petition of waiver provided on the FDLE website, and further, contained competent substantial evidence of Petitioner's hardships and need for relief of an administrative rule. **Forty seven (47) days** passed from the initial filing date of the Petition for Waiver, far exceeding the statutory 30 day time limit. The FDLE Agency Clerk/OGC **failed to timely comply with its statutory mandate** to review and forward the December 07, 2022 Petition for Waiver to the **Commission to be heard**, *not by the FDLE Agency Clerk/OGC*; and thereafter, **determined *only after* affording Petitioner due process and the right to a full and fair hearing on the matters.**

Petitioner alleges the granting and denying of a petition for waiver or variance was **not within the purview** of the FDLE's Agency Clerk or AGC Casey **statutory authority** and **administrative duties**. Alternatively, if the FDLE's Agency Clerk or AGC Casey had such an authority, it **expired** after the statutory 30 day timeframe set forth in Florida Statutes, §120.542.

In violation of **the statutory and constitutional right to due process,** Petitioner was denied her lawful **right to notice** and **be heard, to provide additional information/evidence** and **a defense**; and importantly, **an opportunity to a full and fair hearing** within 90 days.

In denying the December 07, 2022 Petition for Waiver without a hearing, the **FDLE's Agency Clerk /AGC Casey exceeded their statutory and administrative duties,** and further, **created substantial hardships** and **violated the principle of fairness.**

Florida Statutes, §120.542(5)

FDLE AGC Casey clarified the basis of his decision to deny the Petition for Waiver was "because the rule from which you sought a waiver is not one that you are currently *adversely affected* by," and further explained, "In order for a waiver to be filed with an agency it must be filed by an individual who is subject to, and *adversely affected by*, the particular rule."

In support of his decision, AGC provides the partial language of "Section 120.542(5)," and underlines, "A person who is subject to regulation by an agency rule may file a petition with that agency..." The totality of Florida Statutes, §120.542(5) elucidates:

> (5) A person who is subject to regulation by an agency rule may file a petition with that agency, with a copy to the committee, requesting a variance or waiver from the agency's rule. In addition to any requirements mandated by the uniform rules, each petition shall specify: (a) The rule from which a variance or waiver is requested (b) The type of action requested (c) The specific facts that would justify a waiver or variance for the petitioner (d) The reason why the variance or the waiver requested would serve the purposes of the underlying statute.

- **Petitioner's December 07, 2022 Petition for Waiver was legally sufficient and filed in accordance with the requirements stated in Florida Statutes, §120.542(5).**

The December 07, 2022 Petition For Waiver contained specific details and met requirements in compliance with Florida Statutes, §120.542(5) and the administrative uniform rules of procedure.

a) **Petitioner is a person subject to regulation by the FDLE and CJSTC** and was subjected to the provisions set forth in Florida Administrative Code, Rule 11B-27.002 and the underlying statute Florida Statutes, § 943.13(1)-(10).

b) The petition's form and content was in compliance with the specifics requisites set forth in Florida Statutes, §120.542(5)(a)-(d).

c) The petition contained competent substantial evidence of Petitioner's hardships and need for relief of an administrative rule.

d) The December 07, 2022 Petition for **Waiver followed an example of an approved petition's format and contents found on the FDLE website** through a link provided by FDLE OGC GC Bufano.

e) Petitioner **filed the December 07, 2022 Petition for Waiver with the FDLE Agency Clerk**, via E-mail and U.S. Postal Certified Mail.

Accordingly, the CJSTC was "authorized to grant variances and waivers to requirements of their rules consistent with Florida Statutes, §120.542 and with rules adopted under the authority of this section." *See* §120.542(1), Fla. Stat.

- **FDLE Agency Clerk/OGC's Denial of the December 07, 2022 Petition For Waiver was Unfair, Unreasonable, Created Unnecessary Delays and Substantial Hardships**

AGC Casey's assumption Petitioner was not currently adversely affected by Florida Administrative Code, Rule 11B-27.002(4) *or* Petitioner could obtain employment and obtain certification by October 09, 2023 was not a reasonable or fair conclusion based on the December 07, 2022 Petition for Waiver well documented facts and evidence.

The *clear language* of Florida Statutes, §120.542(5) does not include a phrase requiring the petitioner must be "*adversely affected by, the particular rule*" or the word "*currently.*"

Florida Statutes, §120.542(5)(a)-(d) **do not** explicitly mandate a requirement that a petitioner "**must be adversely affected by the particular rule,**" but requires, "The specific facts that would justify a waiver or variance for the petitioner." Florida Statutes, §120.542(5) **does not contain the word "currently"** in reference to a requisite timeframe wherein a petitioner can request or obtain relief from an administrative rule.

Petitioner alleges AGC Casey attempted **to enlarge the legislation** codified, publicly promulgated and specifically written in Florida Statutes, §120.542(5), by **adding the language**, "adversely affected by the particular rule" and "currently."

AGC Casey is not a Florida legislator and *cannot simply add his personal language to a statute.*

Florida Statutes, §120.54(2)(e) contains clear and unambiguous language that "No agency has inherent rulemaking authority," and further, **Florida Statutes, § 120.54(1)(a)** unequivocally expounds, "Rulemaking is not a matter of agency discretion."

AGC Casey was a licensed Florida attorney employed by the FDLE as its Assistant General Counsel. As such, FDLE Agency Clerk/OGC's duty is to uphold and equally enforce established law which is legislatively created and publicly promulgated. FDLE Agency Clerk/AGC Casey must follow the exact rule of law and cannot rewrite, arbitrarily apply or enlarge statutory language or requirements.

Likewise, the FDLE Agency Clerk/OGC's decision was based upon an arbitrary determination the Petitioner was not "adversely effected" by Florida Administrative Code, Rule 11B-27.002(4) because she still had "until October 09, 2023" to gain employment and obtain certification was ***unfair*** and ***unreasonable.***

Petitioner's December 07, 2022 Petition for Waiver had legally sufficient grounds to request an extension of her end date. Petitioner's well documented specific facts of unforeseeable medical, personal events and natural disasters clearly *adversely affected* her ability to gain employment and certification by October 09, 2023. As specifically stated, Petitioner sought an extension of time because she needed to complete medical treatment from her numerous unforeseeable physical injuries including a "**final surgery on December 13, 2022 and an MRI of my spine.**"

Petitioner's request for an extension beyond the October 09, 2023 end date was based upon diagnosed medical conditions and a prognosis verified by medical professionals who examined and treated Petitioner for an extended period of time after her injuries. The question of whether petitioner needed additional time to gain employment was best assessed by Dr. Oas,' who made the prior diagnosis, private physicians, and Dr. Elizabeth Gamboa's neuropsychological evaluations.

Consequently, FDLE AGC Casey's *arbitrary assumption and conclusion* that the Petitioner could actually be employed and obtain certification as a law enforcement officer by October 09, 2023 was contrary to the opinion offered by expert medical professionals.

- **The FDLE Agency Clerk/ OGC's violations of uniform rules of procedure and "denial" of the December 07, 2022 Petition for Waiver produced unfair, unreasonable and unintended results, created substantial hardships and violated the principle of fairness**

The "denial" of the December 07, 2022 Petition for Waiver produced **unfair, unreasonable and unintended results,** and **created substantial hardships** and **violated the principle of fairness**- the very same adverse outcomes Petitioner sought relief from under Florida Statutes, 120.642.

Herein lies the reality, consequences and hardships of the FDLE Agency Clerk/OGC's denial:

a) The FDLE decision incorporates and is predicated upon the FDLE forcing Petitioner's compliance with Florida Administrative Code, Rule 11B-27.002(4) to gain employment and obtain certification "until October 09, 2023," the same **four year deadline** and same period from which Petitioner sought relief.

b) Petitioner's physician and medical professionals indicated her injuries and treatments made it impossible to gain employment and certification by October 09, 2023.

c) From **January 23, 2023 until October 09, 2023,** Petitioner was prohibited from filing a petition. This *nine month delay* effectively forced Petitioner to have to wait until **after she reached her four year expiration "end date"** to file a petition for waiver.

d) Upon reaching the expiration of the four year end date, October 09, 2023, **a employing agency could not verify Petitioner's compliance with all the requirements in Florida Administrative Code, Rule 11B-27.002(4) for the purpose of certification.**

Under the foregoing circumstances and facts, the "denial" of the December 07, 2022 Petition for Waiver was **unreasonable, unfair** and produced **unintended results**, including the FDLE Agency Clerk/OGC **effectively eliminating the relief** ordained by legislators in Florida Statutes,§120.564. Failure to considered the well documented reasons and noncompliance with statutory mandates and administrative uniform procedures created substantial hardships for the Petitioner and violated the principle of fairness.

B. The CJSTC and FDLE Failed To Comply with Statutory Rules for Procedures and Duties Regarding Petitioner's October 09, 2023 Petition for a Waiver or Variance

On **October 09, 2023**, Petitioner filed her Petition for Waiver. The CJSTC determining the October 09, 2023 Petition for Waiver in an expeditious and efficient manner was critical to Petitioner ability to gain employment and obtain certification as a law enforcement officer.

After October 09, 2023, in the absence of an approved waiver or variance:

- Petitioner was not eligible for employment; and
- A employing agency could not verify Petitioner's compliance with Florida Administrative Rule 11B-27.002(4) for the purpose of obtaining certification as a law enforcement officer.

From **October 09, 2023 - May 01, 2024**, an additional **seven months**, the FDLE Agency Clerk/ OGC/CJSTC knowingly provided and **disseminated misinformation**, **erroneous guidance** and **advice** while processing and making a decision to grant or deny the petition. The FDLE Agency Clerk/OGC/CJSTC actions, or lack thereof, employed in granting or denying Petitioner's October 9, 2023 Petition for Waiver were **improper**, **arbitrary, lacked uniformity** and **did not comport with agency policy or procedural directives;** and **in flagrant disregard** or **violation of statutory laws and administrative uniform rules of procedure.**
Consequently, the FDLE Agency Clerk/OGC and CJSTC actions or lack thereof, created:

- Significant delays and unduly negatively impacted Petitioner's ability to gain final employment and obtain certification;
- Violations of Petitioner's Due Process;
- Violations of statutory law and administrative rules of uniform procedure;
- Substantial hardships and violated the principals of fairness.

In support of Petitioner's allegations, the ensuing paragraphs memorialize the facts, dates, events, communications and documents relevant to the October 09, 2023 Petition for Waiver.

October 09, 2023 Petition For Waiver Pre-Hearing Violations

On multiple occasions, *prior* to filing the October 09, 2023 Petition for Waiver, Petitioner communicated with the FDLE OGC seeking guidance and advice for filing a petition for waiver or variance including the proper format, filing requirements, and legal sufficiency of her petition. Shortly before filing her petition, Petitioner spoke with FDLE AGC Casey and was directed to send the October 09, 2023 Petition for Waiver directly to his attention for review and to determine the legal sufficiency of the petition.

1) On **October 09, 2023**, Petitioner filed a **Petition For Waiver or Variance** of Florida Administrative Rule 11B-27.002(4) Florida Law Implement Citation 943.12(3), 943,13, 943,133, 943.139 and 943.1395 ("October 09, 2023 Petition For Waiver") requesting a one (1) year extension of her four (4) year start date, specifically, from **10/09/2019 to 10/09/2024**. Petitioner's request was based upon unforeseen medical, legal, and family events; Covid-19 pandemic restrictions; and natural disasters which caused Petitioner's need additional time to gain employment and obtain certification. Exhibit 5: October 09, 2023 Petition For Waiver.

2) On **October 09, 2023,** as specifically *advised and instructed* by FDLE AGC Casey, Petitioner filed the October 09, 2023 Petition for Waiver, via e-mail to the FDLE Office of General Counsel to AGC Casey's attention and a copy of the October 09, 2023 Petition for Waiver by U.S. Postal Certified Mail. Exhibit 19: Oct. 9, 2023 Shoemaker E-mail to FDLE OGC with PDF Oct. 9, 2023 Petition for Waiver; Exhibit 20: October 09, 2023 Petition via U.S. Postal Certified Mail Delivery Receipt.

3) The **October 09, 2023** Petition for Waiver or Variance, was filed in accordance to the FDLE OGC's specific advice and guidance; contained the language, specific details and in a format in compliance with requirements set forth in Florida Statutes, §120.542(5) and Florida Administrative Code, Rule 28-104.002(2). Notably, the October 09, 2023 Petition for Waiver or Variance mirrored the approved petition, "Example 2" Petition for Waiver provided on the FDLE website. Exhibit 21: Example 2: Petition for Waiver.

4) The **Notice of Petition** was published in the November 15, 2023 Florida Administrative Register, which propagated, "on **October 18, 2023**," the Department of Law Enforcement received a petition for permanent waiver of subsection 11B-27.002(4) by Theresa M. Shoemaker." Exhibit 22: F.A.R. Notice of Petition.

5) On **November 14, 2023**, ***36 days after*** receipt of the petition, FDLE OGC GC Bufano "upon review of your petition" requested "**additional information is needed for the CJSTC to consider your request;"** and specifically requested "any documentation and any documentation you have from an agency to which you have applied and any of agency support if available." Exhibit 23: November 14, 2023 GC Bufano Ltr. re: Additional Info needed.

Based on the **foregoing paragraphs (1)-(6)**, Petitioner asserts the following facts and law:

Statutory law and administrative uniform rules of procedure requires ***petitions be submitted to the FDLE's Agency Clerk*** for the initial review of the petition, and thereafter, the FDLE's Agency Clerk delegates the responsibilities and sequences of work within the FDLE's internal departments.

FDLE AGC Casey's specific instructions to Petitioner to send the October 09, 2023 Petition For Waiver to his attention for review of its legal sufficiency was **erroneous** and **arbitrary guidance** in violation of:

- **Florida Administrative Code, Rule 28-104.006** which provides instruction and uniform rules of procedure regarding an administrative agency duties "when a person inquires of the agency about the possibility of relief or the remedies available pursuant to Section 120.542, F.S.;" and provides the following process of rendering a response to a request for information:

> (2) In its response to a request for information, the agency shall **indicate the name, address and e-mail address of the appropriate contact person** for additional information and **shall indicate how a petition for variance or waiver is filed with the agency**. (Bold Added)

- **Florida Administrative Code, Rule 28-104.002(1)** which states the petition "shall be filed with the *clerk of the agency* that adopted the rule…;" and,

- **Florida Administrative Code, Rule 28-104.002(4)** which provides upon the "receipt of the petition for variance or waiver, the agency shall furnish a copy of the petition to any other agency responsible for implementing the rule."

The facts listed in the preceding **Paragraph 4** demonstrate the FDLE Agency Clerk/OGC violated the statutory procedure set forth in **Florida Statutes, §120.542(6)** in the following manner:

a) Failed to **provide a timely notice to the Department of State *within 15 days*** after its receipt of the October 09, 2023 Petition of Waiver.

b) **Knowingly withholding or provided misinformation** to the Department of State by representing the October 09, 2023 Petition of Waiver was filed with FDLE Agency Clerk/OGC on "**October 18, 2023**," **nine (9) days** after the petition was filed.

These violations initiated a surge of noncompliance with the succeeding series of statutory and administrative uniform rules of procedures required to complete prior to processing a petition.

FDLE Agency Clerk/OGC dissemination of misinformation augmented the violation of procedural administration mandated in **Florida Statutes, §120.542(6)** by causing the Department of State to violate its statutory obligation to "publish notice of the petition in the first available issue of the Florida Administrative Register." The notice published on **November 15, 2023** in Volume 49/222 contained the following information: "on **October 18, 2023**, the Department of Law Enforcement received a petition for permanent waiver of subsection 11B-27.002(4) by Theresa M. Shoemaker."

The facts listed in **Paragraph 5** establish on **November 14, 2023**, ***36 days*** after the receipt of the October 09, 2023 Petition for Waiver, FDLE OGC GC Bufano sent a letter by U.S. Mail requesting "**additional information"** from Petitioner "**needed for the CJSTC to consider my petition.**" In doing so, the FDLE Agency Clerk/OGC violated **Florida Statutes, §120.542(7)** by failing to comply with procedural directives and timeframes requiring the agency ***within 30 days*** after receipt of a petition for a variance or waiver "**review the petition** and **request submittal of all additional information** that the agency is permitted by this section."
Shortly thereafter, Petitioner called and spoke extensively with FDLE GC Bufano to clarify and provide the "additional information" the Commission needed. FDLE GC Bufano inquiries centered upon "what type of military discharge did you receive?" Petitioner stated, "Honorable," and FDLE GC Bufano responded, "that's interesting" and requested a copy of Petitioner's Honorable Discharge. Petitioner provided OGC GC Bufano her Honorable Discharge, and discussed the FHP investigations and evaluations related to her Honorable Discharge.

Notably, *all* of these documents were or should have already been in the **FDLE/CJSTC ATMS** or **ATS Files** for Commission staff to review. FDLE OGC **knew or should have known** a Honorable Discharge was a statutory *prerequisite* for entrance into and graduation from a Commission approved BRT program. Again, on **December 15, 2023** and **December 27, 2023,**

Petitioner provided *additional copies* of the same supplemental information and materials to OGC. Exhibit 24: Dec. 15, 2023 TS-FDLE GC Bufano E-Mail and U.S. Certified Mail Receipt; and Exhibit 25: December 27, 2023 Petitioner Certified Mail.

October 09, 2023 Petition for Waiver Hearings and Orders From February 15, 2024 until May 01, 2024

From **October 09, 2023-May 01, 2024**, the FDLE Agency Clerk/OGC/CJSTS prolonged delays in deciding to grant or deny Petitioner's October 9, 2023 Petition for Waiver, were compounded by the dissemination of misinformation, arbitrary guidance and erroneous advice; and a lack of uniformity with of rules of procedure. Ultimately, the FDLE Agency Clerk/OGC/CJSTS actions, or lack thereof, resulted in the "denial" of the October 09, 2023 Petition for Waiver and subsequent delays which unduly negatively impacted Petitioner's ability to gain final employment and obtain certification.

6) On **November 14, 2023,** the FDLE Agency Clerk/CJSTC alleges a **Notice of Hearing** with a Certificate of Service was forwarded by U.S. Postal Mail to Petitioner on November 14, 2023

7) On **February 15, 2024**, the hearing ("Hearing") on the October 09, 2023 Petition for Waiver came before the Commission at 8:30 a.m., in Lake Mary, Florida. The Hearing was held **without first providing notice to Petitioner** or **employing agency (FHP) in violation of her due process**. Exhibit 26: February 2024 Commission Hearing, Case No.VAR2023-15, Agenda Item:4B, pg. 12.

8) On **February 27, 2024**, the CJSTC issued a **Final Order**, ("effective February 15, 2024") **denying** the October 08, 2023 Petition for Waiver or Variance. Exhibit 27: CJSTC Final Order, dated February 27, 2024 in Case No. VAR2023-15.

9) The manila envelope containing the February 27, 2024 **Final Order** has a "**March 07, 2024**" postmark, *contrary to the certification of service* stating it had been furnished by U.S. Mail to Petitioner on the **"1st day of March, 2024.** Exhibit 28: U.S. Post Office First Class Envelope.

Petitioner alleges the facts, documents and evidence in the foregoing **Paragraphs 6-9 and 18** demonstrate the FDLE/CJSTC displayed a **flagrant disregard** and repeated **violation of statutory mandated** and **administrative uniform rules of procedure** and **violation of Petitioner's right to due process.**

Petitioner asserts the following irrefutable facts and conclusions evincing the violations:

- The Petition for Waiver was filed on **October 09, 2023**, ***not*** **October 18, 2023**;
- The CJSTC waited **140 days** from the filing of the October 09, 2023 Petition for Waiver until issuing its denial of the petition in a **February 27, 2024** Final Order; thereafter, waited another **64 days** to rescind the erroneous Final Order; and on **May 01, 2024**, filed an Amended Final Order granting the October 09, 2023 Petition for Waiver.

Consequently, the Petitioner's ability to gain employment and obtain certification as a law enforcement officer was *delayed* **204 days** from her October 09, 2023 Petition.

- **On February 27, 2024, FDLE OGC and CJRST knew, or should have known they did not have jurisdiction to deny the October 09, 2023 Petition for Waiver.**

The aforementioned facts and conclusions are ***competent substantial evidence*** demonstrating the FDLE Agency Clerk/OGC/CJSTC **violated the statutory time limit** and **uniform rules of procedure** set forth in **Florida Statutes §120.542(8)** which clearly elucidates, pertinent in part:

> (8) An agency shall grant or deny a petition for variance or waiver ***within 90 days*** after receipt of the original petition… A petition not granted or denied within 90 days after receipt of a completed petition is deemed approved…

On February 27, 2024, the CJSTC *flagrantly disregarded* **Florida Statutes, §120.542(8)** statutory directives and denied the petition for waiver despite having and a **statutory obligation to approve a petition for waiver after 90 days**.

The magnitude of these violations are enlarged by the fact(s):

The **CJSTC's Final Order's own statement of facts and recitation of dates** evince FDLE Agency Clerk/OGC//CJSTC **knew** and had **facts in their possession** sufficient to deem the October 23, 2023 Petition for Waiver approved.

On February 27, 2024, the FDLE Agency Clerk/OGC and **CJSTC did not have jurisdiction** to deny the October 09, 2023 Petition for Waiver.

- **Petitioner Did Not Receive a Notice of Hearing or Opportunity to a Full and Fair Hearing**

Petitioner asserts the facts, documents and evidence in the foregoing paragraphs establish the CJSTC, on **February 15, 2024**, had a hearing to determine whether to the grant or deny the October 09, 2023 Petition for Waiver and issued a **Final Order** on **February 27, 2024**, which "DENIED" the Petition.

Prior to the hearing, Petitioner clearly articulated to FDLE OGC her desire to be present and be given an opportunity to be heard during the hearing on her October 09, 2023 Petition for Waiver. **Petitioner nor the employing agency ever received a Notice of Hearing,** and consequently, **Petitioner was not present at the February 15, 2024 Hearing**.

The February 15, 2024 Meeting Agenda Item: 4B "Supporting Information" includes document: "9. Notice of Hearing, pg. 12." The **Notice of Hearing** "Certificate of Service," signed by the FDLE Agency Clerk, alleges the notice was forwarded by U.S. Postal Mail to Petitioner on November 14, 2023. Exhibit 25: February 2024 Commission Hearing, Case No.VAR2023-15, Agenda Item:4B, pg. 12.

Petitioner alleges the FDLE Agency Clerk/OGC **did not provide a "Notice of Hearing" to Petitioner or FHP** and submits the following irrefutable facts and conclusions as competent substantial evidence to support her allegation:

a) In contrast to other notices or mail Petitioner received from the FDLE Agency Clerk/FDLE, the November 14, 2023 Notice of Hearing has the Petitioner's address ***fully redacted***;

b) Whereas, both the Final Order and Amended Final Order Certificates of Service ***do not redact*** the Petitioner's address.

c) In contrast to CJSTC's protocol, no Notice to Hearing or invitation to appear was issued to the employing agency, FHP, despite the CJSTC requiring evidence of agency support and Petitioner's supporting employment documentation.

Importantly, the FDLE Agency Clerk/OGC has a disturbing history of failing to candidly and accurately portray the factual dates of events including, but not limited, to:

a) The **Final Order**, dated February 27, 2024, contains a "**Certificate of Service**" in which the FDLE Agency Clerk ***certifies*** "a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker…this **1st day of March**." However, the envelope containing the February 27, 2024 Final Order contains the U.S. postmark "**March 07, 2024,**"*6 days after* the certification of service date. Exhibit 28: U.S. Post Office First Class Envelope from FDLE Office of the General Counsel.

b) The FLDE Agency Clerk/OGC **materially misrepresents the true and correct filing date** of the October 09, 2023 Petition for Waiver, by repeatedly providing the Petition was on filed on **October 18, 2023**, ***9 days after*** Petitioner's actual filing. Thereafter, the FDLE Agency Clerk/OGC **disseminates this misinformation to the Department of State**, and consequently, the Department of State publishes the erroneous filing date of October 18, 2023 in the Federal Administrative Record.

c) Thereafter, the FDLE Agency Clerk/OGC **disseminates the critical misinformation to the CJSTC** which incorporated the erroneous October 18, 2023 filing date in the "Preliminary Statement" of its Final Order, dated February 27, 2024; and again, in the Amended Final Order, dated May 01, 2024.

d) The FDLE Agency Clerk/OGC **materially misrepresents the true and correct filing date** of the **October 08, 2024 Petition for Waiver**, by repeatedly providing the Petition was filed on October 14, 2024, ***5 days after*** Petitioner's filing. Thereafter, the FDLE Agency Clerk/OGC **disseminates this misinformation to the Department of State**, and consequently, the Department of State publishes the erroneous October 14, 2024 filing date in the Federal Administrative Record.

e) The FDLE Agency Clerk/OGC/CJSTS **materially misrepresents the true and correct date** in the **Notice of Hearing** "**Certificate of Service**" by providing, "a true and correct copy of the foregoing Notice of Hearing has been forwarded by electronic mail (e-mail)

to Theresa M. Shoemaker, at DAILEY@ AOL.COM; on this **17th day of October 2024**," despite FDLE Deputy GC Jeff Dambly sending an e-mail to the Petitioner on **October 21, 2024**, ***not*** **October 17, 2024**, with an attachment of a **Notice for Hearing** setting the review of the October 08, 2024 Petition. Exhibit 51: Notice of Hearing, signed by FDLE Glen Hopkins, Bureau Chief/ CJ Professionalism.

f) Thereafter, the FDLE Agency Clerk/OGC/CJSTC **disseminates this misinformation and** erroneous October 14, 2024 filing date when it publishes the review and results of the October 08, 2024 Petition for Waiver at the CJSTC Meeting on October 31, 2024.

Dates are paramount in establishing case timeframes and statutory time limits, and the aforementioned erroneous filing dates **were pertinent to the triggering of other statutory deadlines timeliness** and **due process issues**.

Consequently, the **materially misrepresentations of the true and correct facts pertinent to statutory times,** and **dissemination of misinformation** augmented the FDLE Agency Clerk/ OGC and CJSTC's subsequent violations of Florida Statutes §§ 120.564 (6), (7) and (8).

The FDLE Agency Clerk/OGC and CJSTC's lack of due diligence or deliberate actions, and the failure to comply with statutory duties and deadlines, **caused significant delays** in processing Petitioner's October 9, 2023 Petition for Waiver, and Petitioner's ability to gain employment and obtain certification as a law enforcement officer.

The FDLE Agency Clerk/OGC and CJSTC's lack of due diligence or deliberate actions, or lack thereof, created **substantial hardships** and **violates the principle of fairness**.

- **The CJSTC's Decision to Deny the October 09, 2023 Petition For Waiver Was Not Supported By Competent, Substantial Evidence and Violated Florida Statutes §120.542(8)**

Petitioner asserts the following facts, documents and evidence regarding the foregoing **Paragraph 7**, **Final Order**, dated February 27, 2024, "effective on February 15, 2023," and filed on March 01, 2024.

On **February 27, 2024**, the CJSTC issued a **Final Order** *denying* the October 09, 2023 Petition for Waiver after concluding, "There is competent, substantial evidence to support these Conclusions of Law." (Paragraph 5) The CJSTC denied the Petition for Waiver "based on the foregoing findings of fact and conclusions of law," and specifically, offered the following "fact:"

> Petitioner has failed to demonstrate that application of the aforementioned Rule in this matter would create a substantial economic, technological, legal, or other type of hardship and/or that the purpose of the underlying statute has or will be met by other means. (pg. 2, paragraph 4)

Florida Statutes, §120.542(8) clearly elucidates, "The Agency's decision to grant or deny the petition shall be supported by competent substantive evidence and is subject to Florida Statutes, §§ 120.569 and 120.57."

Florida Statutes, §120.569(1) incorporates relevant provisions for "Decisions which effect substantial interests" and applies "to all proceedings in which the substantial interest of the party are determined by an agency." **Florida Statutes, §120.569(2)** mirroring the underlying provisions of Florida Statutes, §120.542, dictates the scope and requisite contents of a final order issued in granting or denying a petition or request filed with the agency stating, pertinent in part:

> (l) ...the **final order** in a proceeding which affects substantial interests must be in writing and include **findings of fact**, if any, and **conclusions of law** separately stated, and **it must be rendered within 90 days**. [Bold Added]
>
> (m) Findings of fact, if set forth in a manner which is no more than mere tracking of the statutory language, **must be accompanied by a concise and explicit statement of the underlying facts of record** which support the findings.

Petition asserts the "facts" contained in the CJSTC's Final Order are erroneous and are not accompanied by a concise and explicit statement of the underlying facts of record. Moreover, the CJSTC's Final Order denying the petition was not supported by competent, substantial evidence.

In support thereof, Petitioner submits the following:

a) The CJSTC knowingly adopts and disseminates the erroneous **October 18, 2023** date the October 09, 2023 Petition For Waiver was filed with the FDLE, and memorializes the wrong date in the order's preceding "Preliminary Statement."

b) The facts and recitation of dates in the Final Order evince the FDLE Agency Clerk/OGC and CJSTC had *competent, substantial evidence* which unequivocally corroborates its **failure to render a final order within 90 days**.

c) FDLE/CJSTC had *competent, substantial evidence* in its possession and knowledge sufficient to know it **lacked jurisdiction** and **could not deny** the October 09, 2023 Petition for Waiver.

d) FDLE/CJSTC had *competent, substantial evidence* in its possession and knowledge sufficient **to deem the October 23, 2023 Petition for Waiver approved.**

e) FDLE/CJSTC's failure to include these facts and derive these conclusions of law clearly exemplify its **failure to apply the law in a consistent** and **impartial manner,** and consequently**, created substantial hardships** and **violates the principle of fairness**.

f) The aforementioned facts are *competent substantial evidence* of the FDLE/CJSTC's violation of its statutory directive in **Florida Statutes, §120.569(2)(l)** and, **Florida Statutes, §120.542(8)**.

The CJSTC's Findings of Fact and Conclusions of Law contained in the Final Order, (pg. 2, paragraph 4), are no more than **mere tracking of the statutory language** found in Florida Statutes, §120.542(2); and further, are neither supported nor accompanied by a concise and explicit statement of the underlying facts of record which support the findings. Petitioner submits the following **underlying facts of the record** and **competent substantial evidence**:

a) The *underlying facts of the record* irrefutably evince the FDLE Agency Clerk/OGC *far exceeded* its statutory **30 days** to review the initial filing of the October 09, 2023 Petition for Waiver and determine the legal sufficiency of the petition, issue an order for additional information, and reevaluate the additional information.

b) The *underlying facts of the record* irrefutably evince on **November 14, 2023, 36 days** later, the FDLE Agency Clerk/ OGC GC Bufano, mailed a letter requesting additional information needed for the CJSTC about the Petitioner's "agency support" and later, OGC GC Bufano discussed and requested Petitioner's Honorable Discharge. Petitioner guided OGC GC Bufano to the requested information in the ATMS/ATS, and provided copies of the information on two separate occasions.

c) The *underlying facts of the record* irrefutably evince that unlike the manner and reasons in which Petitioner's December 07, 2022 Petition for Waiver was "denied" for "legal insufficiency," the same petition reviewer, FDLE Agency Clerk/AGC Casey made no such claim or denial of the October 09, 2023 Petition for Waiver; and the FDLE Agency Clerk transmitted the record to the CJSTC for a hearing without requesting Petitioner correct said deficiency.

d) The *underlying facts of the record* irrefutably evince the October 09, 2023 Petition For Waiver was in compliance with the specifics and instructions provided in Florida Statutes, §120.542(5) and Florida Administrative Code, Rule 28-104.002.(2). Notably, the October 09, 2023 Petition for Waiver **mirrored an example of an "approved" petition's format and contents found on the FDLE website** through a link provided by FDLE GC Bufano in his August 22, 2022 letter to Petitioner/

e) The *underlying facts of the record* irrefutably evince there exists *competent substantial evidence* the CJSTC's violation of its statutory directive in **Florida Statutes, §120.569(2)(l)** and, **Florida Statutes, §120.542(8)**, created substantial hardships and violated the principle of fairness.

f) *Alternatively*, if the Commission truly had a reasonable basis to assert the Petition for Waiver was deficient or did not contain enough information to be legal sufficient, it was incumbent upon the FDLE Agency Clerk/OGC/CJSTC to review the petition and issue an order requiring Petitioner to correct the deficiency, ask for clarification or additional information. The *underlying facts of the record* do not support the FDLE Agency Clerk/OGC or CJSTC issued such an order regarding the legal sufficiency specifically noted in the Final Order, and consequently, its own findings were *competent substantial evidence* of its failure to comply with its statutory procedural directives, and dereliction of its duties in violation of **Florida Statutes, §120.542(7)**.

Based upon the foregoing facts and evidence, the Final Order is in violation of **Florida Statutes §120.542(8)** and **Florida Statutes, §120.569(2)(l)** because:

- The Final Order was **not rendered within 90 days**;
- After 90 days, the FDLE/CJSTC **did not have jurisdiction** to deny Petitioner's October 09, 2023 Petition for Waiver;
- The Final Order was not **accompanied by a concise and explicit statement of the underlying facts of record to support its findings**; and,
- The Final Order does not contain **competent, substantial evidence** to support the denial of the October 09, 2023 Petition for Waiver.

Petitioner asserts the CJSTC's findings of facts, conclusions of law and subsequent denial were **erroneous**, **arbitrary** and **inconsistent**, and are neither **accompanied by a concise and explicit statement of the underlying facts of record to support its findings** or **competent substantial evidence**.

The underlying facts of the record are contrary to the CJSTC's findings and do not support the CJSTC had jurisdiction over the matter after 90 days from the filing of the petition for waiver.

The actions and procedures, or lack thereof, the FDLE Agency Clerk/OGC/CJSTC employed to process and "DENY" the October 09, 2023 Petition for Waiver **did not comport with agency policy directives** or **procedures** and demonstrate **a flagrant disregard** or **blatant violation** of statutory law, administrative uniform rules, and due process. FDLE Agency Clerk/OGC/ CJSTC actions, or lack thereof, created substantial hardships and **violates the principles of fairness**.

➢ **After Issuing the Final Order, from February 27, 2024 until May 01, 2024, the FDLE Agency Clerk/OGC and CJSTC Willfully and Knowing Continued to Violate Statutory Law and Administrative Uniform Rules of Procedure**

10) On **March 22, 2024**, Petitioner sent an e-mail to General Counsel Bufano notifying the FDLE she would be appealing the February 27, 2024 Final Order and requested an extension of the deadline of April 1, 2024 for filing an appeal to retain an attorney. Exhibit 29: March 22, 2024 TS-FDLE GC Bufano E-Mail Thread Re: Appeal.

11) On **March 27, 2024**, Petitioner sent an e-mail to FDLE GC Bufano demanding the decision to deny her October 08, 2023 Petition be reversed and her one year extension be granted pursuant to Florida Statute, § 120.542. Exhibit 30: March 27, 2024 Shoemaker -GC Bufano E-mail Thread - Final Order correction.

12) On **March 27, 2024**, GC Bufano responded in an e-mail: "I will look into this and get back to you." Exhibit 30: March 27, 2024 Shoemaker -GC Bufano E-mail Thread - Final Order correction.

13) On **April 12, 2024**, Petitioner filed a Petition for Waiver or Variance of Florida Administrative Rule 11B-27.002(4) Florida Law Implement Citation 943.12(3), 943,13, 943,133, 943.139 and 943.1395. Exhibit 31: **April 12, 2024**, Petition for Waiver or Variance.

14) On **April 12, 2024,** Petitioner sent an e-mail to FDLE GC Bufano, with the April 12, 2024 Petition for Waiver attached, and notified the FDLE of her request to attend and appear with an attorney during the May 14, 2024 Commission Meeting's hearing on the April 12, 2024 Petition for Waiver Hearing. Exhibit 32: April 12, 2024 Letter to FDLE OGC GC Bufano.

15) **April 17, 2024**, Petitioner sent an e-mail to GC Bufano re: ***F.S. 120.542 (7) violation*** and General Counsel responded he would "review and get back to you sometime this week." Exhibit 33: April 17, 2024 Shoemaker-GC Bufano E-Mail Thread re: F.S. 120.542(7).

16) On **April 23, 2024**, GC Bufano informed Petitioner that the Commission was amending the Final Order to reflect the October 09, 2023 Petition for Waiver was granted and requested she withdrawal her April 12, 2024 Petition for Waiver in writing. Exhibit 34: April 23, 2024 GC E-mail to Shoemaker re: Amending Order.

17) On **April 23, 2024,** in response to FDLE GC Bufano's directive, Petitioner withdrew the April 12, 2024 Petition for Waiver Exhibit 35: Shoemaker Withdrawal of April 17, 2024 Petition of Waiver.

18) On **May 01, 2024,** the CJSTC filed an Amended Final Order with the FDLE Agency Clerk wherein CJSTC reversed its earlier denial and "granted" Petitioner's October 09, 2023 Petition for Waiver, extending the end date for Petitioner's compliance until **October 09, 2024**. Exhibit 36: Amended Final Order, dated May 01, 2024 in Case No. VAR2023-15.

From **March 11, 2024 until April 23, 2024**, the FDLE OGC never provided a response to Petitioner's multiple request(s) for information about the process or extension of her Appeal of the February 27, 2024 Final Order.

On or about **March 11, 2024**, Petitioner received a copy of the Commission's Final Order, dated February 27, 2024, denying the October 23, 2023 Petition for Waiver. A "Notice of Rights" was attached which informed Petitioner of the right to a "Judicial review pursuant to Section 120.68, Florida Statutes" by filing a Notice of Appeal with the FDLE Agency Clerk "within 30 days after the filing of the Order being appealed." Notably, the Final Order was *stamped "03/01/2024," but the U.S. Postal Stamp contains a 03/07/2024 mailing date*.

Between **March 11, 2024- March 27, 2024**, Petitioner requested information from the FDLE OGC regarding the process of appealing the denial of the petition but **received no response to her requested information**.

On **March 22, 2024**, Petitioner e-mailed FDLE GC Bufano informing the FDLE OGC of her intent to appeal the Commission's denial of her Petition for Waiver and requested an extension of the April 01, 2024 appeal deadline pursuant to the American with Disability Act (ADA), and "to retain an attorney and appeal this decision." Once again, FDLE OGC **failed to respond to her request for information**.

After waiting *over 16 days* for a response to her request for information and with the Appeal deadline quickly approaching, on **March 27, 2024**, Petitioner sent by certified mailed and e-mail to FDLE GC Bufano a letter **citing Florida Statutes, §120.542(8)** statutory directive and demanded the Commission's Final Order be corrected and her October 09, 2023 Petition for Waiver be approved; and thereafter, FDLE GC Bufano responded that he would "look into this and get back to you. " **FDLE GC Bufano did not get back to the Petitioner within a week.**

On **April 11, 2023**, Petitioner received a letter from FHP's Background, Recruitment and Selection Office confirming she "*successfully completed your application and supplemental affidavit*," and attached a **Conditional Offer of Employment**. Exhibit 8: April 11, 2023 FHPSMV Letter and Conditional Offer of Employment.

Consequently, Petitioner filed the **April 12, 2024 Petition For Waiver** for an **extension of her end date until May 01, 2025** to be able to gain employment and obtain certification. The petition requested a "*permanent waiver* of rule 11B-27.002(4)" based upon unforeseen continued treatment and care stemming from a March 7, 2022 car accident which required two surgeries performed on July 06, 2022 and December 13, 2022; and on April 01, 2024, Petitioner had a MRI and was under a neurologist's continued care. These medical events caused Petitioner to need additional time to complete the FHP extensive seven stage recruit employment process evaluations and investigations. Exhibit 31: April 12, 2024 Petition for Waiver.

On **April 23, 2024**, FDLE GC General Counsel Bufano informed Petitioner that he would be leaving his FDLE position shortly, leaving Petitioner in limbo and subjected to additional delays. GC Bufano also acknowledged Petitioner's "persistence" and confirm by e-mail that the FDLE/CJSTC would be amending the Waiver Final Order and granting the October 09, 2023 Petition for Waiver. The FDLE OGC offer of an Amended Final Order was conditioned upon Petitioner withdrawal of the April 12, 2024 Petition for Waiver. In withdrawing the petition, Petitioner requested and believed the FDLE OGC would amend the February 27, 2024 Final Order and grant the October 09, 2023 Petition For Waiver; and as the April 12, 2024 Petition for Waiver requested, extend her "end date" to May 01, 2025. On **May 01, 2024**, Petitioner received an **Amended Final Order**, effective as of "February 15, 2024," granting the October 09, 2023 Petition for Waiver but only extended petitioner's end date until October 09, 2024.

The FDLE OGC actions, or lack thereof, were in violation of its statutory duties and administrative rules and effectively denied Petitioner her right to due process, right to appeal, and further, created substantial hardships and violates the principle of fairness. Based on the foregoing, between **February 27, 2024 until May 01, 2024**, the facts and documentation unequivocally demonstrate:

- The Final Order's denial of October 09, 2023 Petition of Waiver **prohibited Petitioner from gaining employment or obtaining certification as a law enforcement after October 09, 2023**; and,

- The FDLE OGC's failure to timely respond to the Petitioner's request(s) for information and extension to file an appeal **prohibited filing a timely Appeal of the Final Order**.

- **The FDLE/CJSTS Failed To Electronically Transmit A Certified Copy of the Final Order and Amended Final Order To Centralized Electronic Databases of Agency In Violation of Florida Statutes, §§120.54(9) and 120.53**

Florida Statutes, § 120.54(9) mandates that, "Each agency shall maintain a record of the type and disposition of each petition, including temporary or emergency variances and waivers, filed pursuant to this section."

Florida Statutes, §120.53, implements administrative uniform rules of procedure to permit users to research and retrieve the full texts of agency final orders. This is a valuable and necessary resource for an employing agency to access to a final order which grants or denies a petition for waiver or variance. Pursuant to **Florida Statutes, §120.53(1)**, the FDLE/CJSTC has a statutory duty to maintain the agency's final orders, including **"electronically transmit a certified text-searchable copy of each agency final order to a centralized electronic database of agency final orders maintained by the division."** [Bold Added]

In accordance to procedural mandates and time limit set forth in **Florida Statutes, §120.53 (4)**, the CJSTC's February 27, 2024 Final Order, and May 01, 2024 Amended Final Order:

a) Must be electronically transmitted to the centralized electronic database, **within 90 days** after the final order is rendered.

b) Each final order must attach "a copy of the complete text of any materials incorporated by reference" or contain a statement of the location of such materials and the manner in which the public may inspect or obtain copies of the materials incorporated by reference.

In furtherance of complying with the statutory duties, the FDLE/CJSTC utilize the Automatic Management System ("**ATMS**") as the official database for information maintained by the FDLE and is recognized as "the system CJP staff and agencies statewide use to document and check personal certifications, Commission training, employment...," and, the "source that should be checked by agencies processing Florida certified or formally certified officers."[5] **Florida Administrative Code, §11B-27.002(2)(a)** requires a employing agency to use the *ATMS* and *Global Profile Report* to certify to the CJSTC the applicant's certification eligibility; identify training and employment details; and create comprehensive applicant profiles which include examination records and documents evincing compliance with Florida Statutes, §943.13(1)-(10).

In stark **dereliction** of its statutory duties and administrative uniform rules of procedure, FDLE/CJSTC violated **Florida Statutes, §§120.53** and **120.542(9)**, including:

a) Failed to electronically transmit the **Final Order within 90 days** to the centralized electronic database, after it was rendered on February 27, 2024;

[5] Florida Department of Law Enforcement Criminal Justice Professionalism/Criminal Justice Standards and Training Commission, *Officer Certification Process and Professional Compliance Process*, pgs.1-3.

b) Failed to electronically transmit the **Amended Final Order** **within 90 days** to the centralized electronic database, after it was rendered on May 01 2024.

Even after Petitioner's numerous requests, in flagrant disregard of its statutory and administrative mandated duties, the FDLE/CJSTC **never electronically transmitted** the February 27, 2024 **Final Order** or **Amended Final Order** to the centralized electronic database after it was rendered on **May 01, 2024**. Petitioner made multiple attempts to correct the FDLE/CJSCT's continued violations of its statutory and administrative duties, including:

a) On **May 24, 2024**, Petitioner contacted the ATMS administrator Automated Training Management System (ATMS) School Guardian Management System (SGMS) at https://atms.fdle.state.fl.us/atms/officerProfile.jsfby to inquire whether the May 01, 2024 Amended Order had been filed in the ATM or Global Profile. The ATMS administrator of records responded to Petition by e-mail and provided a copy of Petitioner's Global Profile Sheet. Exhibit 37: May 24, 2024 FDLE ATMS E-mail Petitioner /PDF Global Profile Sheet.

b) On **May 24, 2024**, the Global Profile Sheet revealed the ATMS system *had not been updated* and the FDLE Agency Clerk/OGC and CJSTC had not transmitted a copy of the Final Order or Amended Final Order.

c) On **September 06, 2024**, Petitioner contacted the CJP Standards Records inquiring why the ATMS Global Profile Sheet was not updated to include the May 01, 2024 Amended Final Order which extended her "end date" to gain employment and obtain certification until October 09, 2024.

d) On **September 06, 2024**, the CJP Standards Records e-mailed Petitioner to "please submit the waiver information that Mr. Bufano sent to your e-mail. Once you submit the paperwork we could move forward from there." Exhibit 38: September 06, 2024 CJP Standards Records E-mail re: Request for Waiver Info.

e) On **September 06, 2024**, in response to CJP Standards Records request, Petitioner e-mailed to CJP Standard Records a copy of FDLE GC Bufano May 01, 2024 E-mail to Petitioner in which an attachment of the FDLE/CJSTC May 01, 2024 Amended Order, was served on Petitioner. Exhibit 39: September 06, 2024 E-mail to CJP Standard Records/Copy of May 01, 2024 FDLE GC Bufano E-mail with May 01, 2024 Amended Order attachment.

f) On **September 06, 2024**, the CJP Standards Records responded in an e-mail asking Petitioner, "Did you provide the agency a copy of your waiver?" Notably, Petitioner's earlier E-mail contained the CJSTC Amended Final Order from FDLE OGC GC Bufano's FDLE mailbox. Exhibit 40: September 06, 2024 CJP Standards Records E-mail re: Waiver to Agency? Exhibit 41: September 06, 2024 E-mail to CJP Standard Records/Copy of May 01, 2024 FDLE GC Bufano E-mail with May 01, 2024 Amended Order attachment.

g) On **September 09, 2024**, Petitioner contacted the ATMS administrator by e-mail to inquire whether the May 01, 2024 Amended Order had been filed in the ATM or Global Profile. The ATMS administrator of records responded to Petition by e-mail and provided

a copy of Petitioner's Global Profile Sheet. Exhibit 42: September 09, 2024 CJP Standards Records E-mail with Global profile Sheet.

h) On **September 09, 2024**, the ATMS Global Profile **had not been updated** and the FDLE Agency Clerk/OGC and CJSTC **had not transmitted a copy of the Final Order or Amended Final Order**; and further, the **CJP Standards Records failed to updated its database with the copy of the May 01, 2024 Amended Final Order** which the Petitioner had forwarded to the CJP Standards Records on September 06, 2024.

i) On **October 08, 2024**, Petitioner filed a **Petition for Waiver** which informed the FDLE/CTSCJ, "*When I contacted officer records on September 06, 2024, unfortunately this FDLE waiver was never updated in my record.*" (section "Brief Summary of Chronology Events") Exhibit 43: October 08, 2024 Petition of Waiver.

j) On **October 31, 2024**, the FDLE/CJSTC Commission Meeting Official Records, Agenda 4B "Supporting Information" (pg. 2) included a copy of the October 08, 2024 Petition of Waiver (Item 2) which contained an attachment of the September 06, 2024 CJP Standards Records E-mail to Petitioner (pg. 9). Exhibit 44: October 31, 2024 FDLE/CJSTC Commission Meeting Official Records, Agenda 4B: Theresa M. Shoemaker October 08, 2024 Petition for Waiver.

k) On **January 22, 2026**, Petitioner contacted the CJP Standards Records requesting documents/information regarding her expiration end date to gain employment and obtain certification. CJP Standards informed Petitioner the records indicated that she was "**supposed to gain employment prior to 10/09/2023**." Exhibit 45: January 22, 2026 E-mail Thread with CJP Standards Records; and Exhibit 46: January 22, 2026 FDLE ATMS Global Profile Sheet.

The above facts and documents evince from **February 27, 2024 until January 22,2026** in *blatant violation of its statutory duties* set forth in **Florida Statutes, §§120.54(9) and 120.53**, and despite having knowledge and documents in its possession, the CJSTC, FDLE Agency Clerk, FDLE OGC failed to "electronically transmit a certified text-searchable copy of each agency final order to a centralized electronic database of agency final orders maintained by the division," and specifically:

- The CJSTC, FDLE Agency Clerk, FDLE OGC **failed to electronically transmit** the February 27, 2024 **Final Order** to the FDLE ATMS or ATS files;

- The CJSTC, FDLE Agency Clerk, FDLE OGC **failed to electronically transmit** the May 01, 2024 **Amended Final Order** to the FDLE ATMS or ATS files.

- The CJP Standards Records failed **to review and update its database**, *ATMS Global Profile*/ATS files, to include the February 27, 2024 **Final Order** or **Amended Final Order**, *even after* Petitioner forwarded a copy of the **May 01, 2024 Amended Final Order**.

In doing so, FDLE Agency Clerk/OGC and CJSTC caused the ATMS *official database for information* maintained by the FDLE, including the Global Profile Sheet and ATS files, to

contain misinformation that was disseminated and relied upon by CJP staff and agencies statewide and, the "source that should be checked by agencies processing Florida certified or formally certified officers.

The FHP and Clay County Sherriff's Department final employment decisions relied on the granting of the October 9, 2023 Petition, issuance of the Amended Final Order, and FDLE/ CJSTC relaying this order to the ATMS. The failure to issue and file the Amended Final Order caused excessive delays and adverse consequences. On **September 23, 2024**, the Clay County Sheriff's Department informed Petitioner that after reviewing our current hiring timeline, we regret to inform you that we will not be moving forward with any new hires until after October." Exhibit 47: September 23, 2024 Clay County Sheriff's Department New Hires after Oct. 2024

The FDLE/CJSTC violations and dereliction of its statutory duties and administrative procedures created substantial hardships and violated the principle fairness.

- **The FDLE/CJSTS Failed To Electronically Transmit A Certified Copy of the Final Order and Amended Final Order To the Federal Administrative Register In Violation of Florida Statutes, §120.54(8) and Florida Statutes, §120.55**

Pursuant to **Florida Statutes, § 120.55(a)1**, the Department of State maintains the official compilation of the administrative rules of the state "through a continuous revision and publication system, compile and publish electronically, on a website managed by the department, the "Florida Administrative Code." The F.A.R. maintains and manages "Notice of petitions for declaratory statements or administrative determinations." **Florida Statutes, §120.542(8)**, elucidates, pertinent in part:

> A copy of the order granting or denying the petition shall be filed with the committee and shall contain a statement of the relevant facts and reasons supporting the agency's action. The **agency shall provide notice of the disposition of the petition to the Department of State, which shall publish the notice in the next available issue of the Florida Administrative Register**.... the **date of the order** denying or approving the variance or waiver, the **general basis for the agency decision**, and an explanation of how a copy of the order can be obtained. [Bold Added]

In violation of **Florida Statutes, §120.54(8)** and **Florida Statutes, §120.55**, the CJSTC/FDLE failed to provide a copy of notice of the disposition of the petition to the Department of State, including the February 27, 2024 **Final Order** or the **May 01, 2024 Amended Final Order**.

C. CJSTC and FDLE Failed To Comply with Statutory Rules for Procedures and Duties Regarding Petitioner's October 08, 2024 Petition for a Waiver or Variance

19) On **October 08, 2024**, Petitioner filed a **October 08, 2024 Petition for Waiver or Variance** of Florida Administrative Rule 11B-27.002(4) Florida Law Implement Citation 943.12(3), 943,13, 943,133, 943.139 and 943.1395 ("October 08, 2024 Petition For Waiver") requesting a permanent waiver or variance requesting a extension of her four (4) year start date, from

10/09/2024 to 05/01/2025. Exhibit 43: October 08, 2024 Petition For Waiver. Exhibit 48: October 08, 2024 E-mail to FDLE OGC/PDF October 08, 2024 Petition For Waiver

20) On **October 18, 2024**, a Notice of Variances and Waivers was published in the Florida Administrative Register, which propagated, "on October 14, 2024," the FDLE received "a petition for temporary waiver of subsection 11B-27.002(a), F.A.C., by Theresa Shoemaker. Exhibit 49: Notice of Waiver, F.A.R. Vol.50/205.

21) On **October 21, 2024**, FDLE OGC Deputy GC Jeff Dambly sent Petitioner an e-mail with an attachment of the Notice for Hearing. Exhibit 50: October 21, 2024 FDLE Dambly E-mail/ Notice of Hearing Attachment.

22) The **Notice of Hearing** set the review of the October 08, 2024 Petition for Waiver in Case No. VAR-2024-10 at the next general meeting of the CJSTC, on Thursday, ***October 31, 2024*** at the Embassy Suites by Hilton Orlando Lake Buena Vista South, Kissimmee, Florida 34746. Exhibit 51: Notice of Hearing for October 08, 2024 Petition for Hearing.

23) On or about **October 25, 2024**, Petitioner spoke with Glen W. Hopkins, Bureau Chief Criminal Justice Professionalism who informed Petitioner he would "definitely deny" October 08, 2024 Petition of Waiver.

24) On **October 27, 2024**, Petitioner withdrew her October 08, 2026 Petition for Waiver. Exhibit 52: October 27, 2024, Petitioner E-mail Withdrawal/October 08, 2024 Petition of Waiver.

Prior to October 08, 2024, Petitioner communicated with FDLE GC Bufano regarding adverse effects on her ability to gain employment as a law enforcement officer caused solely by CJSTC/ FDLE excessive delays in hearing and granting the October 08, 2023 Petition for Waiver:

a) Petitioner was "not be eligible to become a certified law enforcement officer" **from October 09, 2023 until May 01, 2024**; and,

b) The FDLE/CJSTC's Amended Final Order ignored Petitioner's multiple requests for modification of the October 09, 2023 extension until May 01, 2025 to offset the adverse effects of the FDLE/CJSTC unlawful denial and **eight (8) month prohibition on gaining employment and obtaining certification**.

c) Consequently, Petitioner was given a **5 month extension**, from May 01, 2024 until October 09, 2024 to gain employment and obtain certification.

After May 01, 2024, Petitioner diligently submitted employment applications and received COE's from two law enforcement agencies:

a) On **June 30,2024**, Petitioner submitted an application of employment to the Florida Highway Patrol. Exhibit 9: June 30, 2024 FHP Application for Employment. Petitioner **received a Conditional Offer of Employment** from the FHP. Exhibit 10: June 30, 2024 FLHSMV Conditional Offer of Employment and E-mails.

b) On **July 14, 2024**, Petitioner submitted an application of employment to the Clay County Sheriff's Department; on **July 16, 2024 received a Conditional Offer of Employment** as a Deputy Sheriff; and on August 20, 2024, successfully completed her Panel Employment Interview. Exhibit 11: July 16, 2024 Clay County Sheriff's Department COE and E-mail.

Petitioner needed an extension of her October 09, 2024 "end date" to complete the additional last two stages of FHP's extensive and rigorous seven stage assessments and examinations. FDLE GC Bufano suggested Petitioner file for an extension of time to complete the employment process.

On **October 08, 2024**, Petitioner filed **October 08, 2024 Petition for Waiver or Variance** requesting an extension of her four (4) year start date, from **10/09/2024 to 05/01/2025**. The petition was filed in compliance with Florida Statutes, §120.542(5) and Florida Administrative Code, Rule 28-104.002(2); and mirrored the language and format contained in an approved petition, **"Example 2"** provided on the FDLE website.

The FDLE Agency Clerk/OGC, *from the onset* of Petitioner's filing the petition for waiver and throughout the process and procedural stages of granting or denying the petition, *knowingly* **concocted misinformation** and **materially misrepresents the true and correct dates** critical to the hearing and outcome of the October 08, 2024 Petition for Waiver.

- **The FDLE Agency Clerk/OGC concocted misinformation that the October 08, 2024 Petition for Waiver was received on "October 14, 2024"**

FDLE Agency Clerk/OGC **concocted misinformation** that the October 08, 2024 Petition for Waiver was received on "**October 14, 2024**," ***5 days after*** Petitioner filed the October 08, 2024 Petition for Waiver. The underlying facts and record unequivocally evince the FDLE Agency Clerk/OGC and CJSTC **knew** and **had documents in its possession** evincing the petition for waiver was filed on **October 08, 2024** ***not*** **October 14, 2024**.

a) The October 08, 2024 Petition for Waiver contains a FAX Cover Sheet and Fax Log which evince Petitioner faxed a copy the petition to the FDLE Agency Clerk at the designated fax number:(850) 410-7699. Exhibit 47: October 08, 2024 Petition For Waiver.

b) On October 08, 2024, Petitioner sent a copy of the October 08, 2024 Petition for Waiver to the FDLE Office of General Counsel. Exhibit 48:October 08, 2024 Petitioner E-mail to FDLE OGC with attachment October 08, 2024 Petition For Waiver.

c) The October 31, 2024 Commission Meeting, "**Agenda Item 4B**" contains the official record "presented to the Commission by Theresa M. Shoemaker, to request a temporary waiver of Rule 11B-27.002(4)(a), F.A.C." Therein, the "Supporting Information," attaches item: "**3.** Petition for Waiver of Rule 11B-27.002(4)(a), F.A.C., by Theresa M. Shoemaker, pages 3 – 13," wherein ***every one*** of the **11 pages** of the attached October 08, 2024 Petition of Waiver contains the **date/time stamp**

"October 08, 2024," revealing the correct date the Petitioner filed and the FDLE Agency Clerk/OGC actually received the petition. Exhibit 44: October 31, 2024 FDLE/CJSTC Commission Meeting Official Records, Agenda 4B: Theresa M. Shoemaker October 08, 2024 Petition for Waiver.

- **The FDLE Agency Clerk/OGC intentional misrepresentations initiated a surge of dissemination of misinformation in the succeeding stages of statutory and administrative procedures required to be completed prior to processing a petition**

The FDLE Agency Clerk/OGC and CJSTC **materially misrepresented the true and correct filing date** in succeeding official documents, procedures and hearing matters by ***repeatedly* disseminating the erroneous filing date** of the October 8, 2024 Petition for Waiver.

a) Thereafter, the FDLE Agency Clerk/OGC **disseminates this misinformation to the Department of State** which then **publishes the erroneous** *October 14, 2024* **filing date** in the October 18, 2024 Federal Administrative Record.

b) On **October 21, 2022**, FDLE Deputy Counsel Jeff Dambly sent Petitioner an e-mail which contained a copy of a "Notice of Hearing" which **incorporates the material misrepresentation and misinformation** that "on October 14, 2024, the Department of Law Enforcement, received a petition…."

c) The **October 31, 2024 Commission Meeting**, "**Agenda Item 4B**" contains the official record "presented to the Commission by Theresa M. Shoemaker, to request a temporary waiver of Rule 11B-27.002(4)(a), F.A.C." The "Supporting Information," attaches the foregoing documents in the preceding paragraphs (a) and (b) containing the **material misrepresentation and** petition…" as item: " 7. Florida Administrative Registry Notice, page 19" and "8. Notice of Hearing, page 20."

- **FDLE Agency Clerk/OGC knowingly misrepresented the true and correct date in the Certificate of Service for the Notice for Hearing**

FDLE Agency Clerk/OGC in a callous disregard of its statutory duties and administrative directives **concocted misinformation** and **materially misrepresented the true and correct dates** critical to the hearing and pertinent to the FDLE/CJSTC's compliance with statutory and administrative uniform rules of procedure and due process.

Petitioner had previously notified the FDLE OGC of her decision to have an attorney represent her at the hearing and review of her October 08, 2024 Petition for Waiver. Petitioner had communicated with an attorney(s) regarding representation and as advised called the FDLE OGC to obtain information regarding the disposition of the October 08, 2024 Petitioner for Waiver. Petitioner called the FDLE OGC to prevent the FDLE Agency Clerk/OGC previous history of untimeliness and violations of procedural rules and obtain information critical to finalizing her legal representation.

Petitioner left a verbal message on the FDLE OGC voicemail system requesting information about the disposition of the October 08, 2024 Petition for Waiver. Thereafter, on **October 21,**

2022, FDLE Deputy Counsel Dambly sent Petitioner an e-mail which contained an attachment with a **Notice of Hearing** setting the review of the October 08, 2024 Petition for Waiver in Case No. VAR-2024-10 on **October 31, 2024** in Kissimmee, Florida. Exhibit 50: October 21, 2024 FDLE Dambly E-mail/ Notice of Hearing Attachment.

The Notice of Hearing contains a "**Certificate of Service**" which states that "a true and correct copy of the foregoing Notice of Hearing has been forwarded by electronic mail (e-mail) to Theresa M. Shoemaker, at DAILEY@ AOL.COM; on this **17th day of October 2024**."

The Certificate of Service **knowingly** and **materially misrepresents the true and correct date of service** of the **Notice of Hearing** upon the Petitioner because FDLE Deputy General Counsel Dambly served the Notice of Hearing by e-mail on **October 21, 2024, *not* October 17, 2024**. The Certificate of Service attesting to this material misrepresentation was signed by FDLE Mr. Glen Hopkins, Bureau Chief/ CJ Professionalism. Exhibit 51: Notice of Hearing for October 08, 2024 Petition for Waiver.

Accordingly, the FDLE Agency Clerk/OGC and FDLE Glen Hopkins, Bureau Chief/ CJ Professionalism **knowingly** and **materially misrepresented the true and correct filing date the October 08, 2024 Petition of Waiver**, and the Notice of Hearing's **date of service**. Petitioner alleges FDLE Glen Hopkins, Bureau Chief/ CJ Professionalism by collaborating these material misrepresentations not only willingly provided a false certification of the service date but demonstrated a blatant bias and partiality toward Petitioner.

In the statutory framework of administrative actions that impact a petitioner's rights or interests, a notice of hearing and the opportunity to a full and fair hear hearing is sacrosanct to procedural fairness and due process. **Florida Statutes, 120.542(8)** states that an "agency's decision to grant or deny the petition shall be supported by competent substantial evidence and is subject to ss. 120.569 and 120.57." **Florida Statutes, §120.57(1)(b)** explicates the mandatory procedural due process applicable to a hearing on a petition of waiver or variance before the Commission:

> All parties should have an opportunity to respond, to present evidence and argument on all issues involved, to conduct cross-examination and submit rebuttal evidence, to submit proposed findings of fact and orders, to file exceptions to the presiding officer's recommended order, and to be represented by counsel or other qualified representative. When appropriate, the general public may be given an opportunity to present oral or written communications. If the agency proposes to consider such material, then all parties shall be given the opportunity to cross-examine or challenge or rebut the material.

In that context, **Florida Statutes, §120.569(2)(a)** is instructive to procedures after a petition or request for a hearing is filed with an agency, specifically, "A request for a hearing shall be granted or denied within 15 days after receipt."

Florida Statutes, § 120.569(1) requires notice to inform the recipient of any administrative hearing or judicial review, and **Florida Statutes, §120.569(2)(b)** provides the time frame for a "***reasonable notice***," specifically, "All parties shall be afforded an opportunity for a hearing after reasonable notice of **not less than 14 days** …" The APA and **Florida Administrative Code, Rule 28-106.208** govern access and disposition of administrative case and provide for due

process rights and states,..." **No less than 14 days notice** shall be given for the hearing on the merits of the petition..." [Bold and nderline Added]

Florida Statutes, §120.569(2)(e) mandates all papers filed in a proceeding **must be signed** by the party, the party's attorney or party's qualified representative which ***constitutes a certificate that a person has read the filed document.***
A **Notice of Hearing** for an FDLE/CJSTC administrative proceeding is a formal document notifying a party of a hearing on the Petition of Waiver or Variance. FDLE Agency Clerk/OGC provides written notice to all parties regarding hearings and the notice should be **served *at least 14 days before* an agency/administrative hearing** permitting a Petitioner a *reasonable* amount of time to prepare for the hearing. The notice must state the time, date, and place of the hearing, as well as the legal authority, jurisdiction and purpose of the hearing. The Notice of Hearing it is crucial for scheduling matters involving the granting or denying of a Petition for Waiver or Variance, officer certification or other agency decisions.

In Florida, a **Certificate of Service** is a required document verifying that pleadings or papers were properly served on all opposing parties, usually mandated by Florida Rule of General Practice and Judicial Administration Rule 2.516. A Certificate Of Service is necessary for any document that must be served on other parties but is not automatically served through the electronic filing system. The Certificate of Service is *prima facie proof* that the document was served according to the rules. The certificate must explicitly state the date and manner of service and **a copy must be sent to the opposing party on the same day that the certificate is signed.** The ***Time of Service*** by e-mail **is complete on the date it is sent.**

In consideration of the aforementioned statutory imperatives and their impact on procedural fairness, the FDLE Agency Clerk/OGC and Bureau Chief Mr. Glen Hopkins were not only derelict in their statutory and administrative duties but **provided knowingly material misrepresentations in the Certificate of Service** included in of the **Notice of Hearing**. The material misrepresentation of the service date of the Notice of Hearing created a substantial hardship for Petitioner and represents a clear and resounding violation of the principle of fairness.

The FDLE Agency Clerk/OGC and Bureau Chief Mr. Hopkins ***never sent*** the Notice of Hearing for the October 08, 2024 Petition of Waiver on the certified date of **October 17, 2024** but rather, sent the notice via e-mail to Petitioner on **October 21, 2024.** Petitioner was given the statutory reasonable notice of **not less than 14 days**, and therefore, **not afforded an opportunity for a hearing.** In fact, had Petitioner not called and communicated with the FDLE OGC and with Deputy Counsel, she would not have known the date of the hearing had been set. As a consequence of these actions, Petitioner was allotted a notice of **nine (9) days not the mandated 14 days** to secure available legal representation at the October 31, 2024 Hearing, prepare for the hearing and to arrange transportation for a 600 plus mile trip to Kissimmee Florida.

This unreasonably short period of notice was particular unfair because the FDLE knew Petitioner was a **disabled** Honorably Discharged Veteran and **would require additional accommodations for the hearing**. Notably, the FDLE claims it provides reasonable and appropriate accommodations in accordance with the Americans with Disabilities Act for individuals with documented disabilities, however, the Notice of Hearing does not contain the standard ADA notice given to individuals with disabilities nor offers any accommodations for the hearing.

Further, Petitioner alleges the setting of the October 08, 2024 Petition for Waiver hearing on October 31, 2024 violated the intent and purpose of **Florida Statutes,§120.542(6)** and **Florida Administrative Code, Rule 28-104.002(4)**. The FDLE Agency Clerk provided a copy of the October 08, 2024 Petition of Waiver to the Department of State which was published in the F.A.R. on **October 18, 2024**. In violation of **Florida Administrative Code, Rule 28-104.003(1)**, the October 31, 2024 Hearing date was set less than the 14 days required for comments to be submitted and consequently, the FDLE Agency Clerk/OGC and CJSTC **denied** "Any interested person or other agency" the right to submit written comments on the petition for waiver **within 14 days** after the Department of State received the notice.

On or about **October 25, 2024**, Petitioner called FDLE Bureau Chief Mr. Hopkins and explained she could not appear with representation on October 31, 2024. During that discussion, Mr. Hopkins informed Petitioner that he was on the voting committee and he was **"definitely"** going **to deny** the October 08, 2024 Petition for Waiver.

Under these circumstances, duress and the prehearing judgment of Mr. Hopkins, Petitioner, on **October 27, 2024** was forced to withdrawal her October 08, 2024 Petition of Waiver. Consequently, Petitioner was denied the opportunity of a fair and full hearing on the October 08, 2024 Petition for Waiver. Exhibit 52: Petitioner E-Mail re: Withdrawal of October 08, 2024 Petition of Waiver.

As a direct consequence of the FDLE Agency Clerk/OGC and Mr. Hopkins' actions, Petitioner was unable to gain employment and obtain certification with FHP despite having successfully completing all of the extensive and rigorous recruiting assessments, evaluations and investigations. Petitioner's FHP recruitment employment process was listed as "In Progress."

As a last attempt at obtaining a fair opportunity to gain employment and obtain certification, Petitioner on **September 05, 2025** sent a letter by U.S. Certified Mail to **FDLE Commissioner Mr. Mark Glass** detailing the procedural violations and requesting information regarding Florida Statutes, § 120.542; and further, respectfully requested assistance in resolving these substantial hardships and violations of statutes and fairness. Exhibit 53: September 05, 2025 Petitioner Letter to FDLE Commissioner M. Glass.

FDLE Commission Mark Glass never responded.

CONCLUSION

The legislative authors of Florida Statutes, §120.542 clearly understood that establishing ***uniform*** procedures for granting or denying petitions for variances and waivers were necessary in order to reach and ensure impartiality and consistency in its determinations.

Petitioner relays all the aforementioned facts, events and evidence so that the FDLE/CJSTC understands the impact of their substantial and continuous delays and the gravity of the violations had on Petitioner's ability to timely gain employment and obtain certification.

Petitioner was subjected to a tsunami of FDLE Agency Clerk/ OGC and CJSTC's violations of statutory law and administrative uniform rules of procedure. In stark contrast to Florida Statutes,

Petitioner was subjected to a tsunami of FDLE Agency Clerk/ OGC and CJSTC's violations of statutory law and administrative uniform rules of procedure. In stark contrast to Florida Statutes, the strict application of a waivable administrative rule requirements in the face of Petitioner's life altering medical and personal events was unreasonable, unfair and destined to create substantial hardships which would lead to unintended results.

The FDLE and Criminal Justice Standards and Training Commission's actions, or lack thereof, were **inconsistent and in violation with the uniform rules of procedure** established for granting or denying petitions for variances and waivers. Moreover, the procedures or lack thereof which were employed in determining the Petition for Waiver **did not comport with statutory mandates and administrative uniform rules of procedure or agency policy directives.** In the Petitioner's case, the Commission's willingness to violate the uniform applied procedures and rules established in Florida Statutes, §120.542 **destroyed its ability to impart consistent and impartial decisions** in granting or denying Petitioner's requests for a waiver or variance. Consequently, Petitioner was prejudiced by both the FDLE Agency Clerk/OGC and the Criminal Justice Standards and Training Commission's **lack of uniformity** and violation of its rules of procedures while determining her Petition(s) for Waiver or Variance.

From **December 07, 2022 until October 27, 2024**, Petitioner waited for a decisions on her Petition(s) for Waiver or Variance. The underlying record is replete with FDLE Agency Clerk/OGC and CJSTC's untimely actions, lack of jurisdiction and failure to support their decisions with competent substantial evidence supported by the underlying records. On February 27, 2024, the Criminal Justice Standards and Training Commission's issued a Final Order denying the initial October 09, 2023 Petition for Waiver. The Commission's Findings of Fact and Conclusions of Law lacked competent substantial evidence and contained a plethora of misinformation and errors which did not concur with the underlying records. The Commission's Final Order was not impartial nor consistent, and further, was issued in violation of uniform applied procedures and rules established in Florida Statutes, §120.542 and administrative rules. On **May 01, 2024** the CJSTC issued the Amended Final Order granting the October 09, 2023 Petition for Waiver; albeit the date of filing the petition for waiver and the date of the Commission's Hearing on the matter were still incorrect. The FDLE and Commission's failure to apply the uniform procedures and rules **within the statutory mandated 90 day limit** was pivotal in Petitioner's delayed ability to secure gainful employment and obtain certification as a law enforcement officer. This administrative agency debacle precluded Petitioner from being able to gain employment and obtain certification for over 200 days, **from October 09, 2023 until May 01, 2024.**

The cumulative delays amounted to significant periods of time wherein Petitioner was precluded from gaining employment and obtaining certification as a law enforcement officer while awaiting FDLE Agency Clerk/OGC and CJSTC's untimely procedural stages and decisions, and then, wrongfully determined final orders.

The FDLE and Commission's actions, or lack thereof, severely prejudiced Petitioner's ability to be gainfully employed and obtain certification as a law enforcement officer, created substantial hardships and violated the principle of fairness. **During the FDLE and Commission's extensive delays,** Petitioner diligently searched for employment but was deterred by the **prolonged delays** during which time agencies incurred *hiring freezes, extensive hurricane devastation from three natural disaster events,* and Petitioner experienced *a car accident and the death of her father-in-law.* Despite all of life's diversions, Petitioner managed to receive two

Commission's delayed May 01, 2024 Amended Order approving the Petition for Waiver.

Petitioner was prejudiced because multiple employing agencies relied upon inaccurate and non-updated ATMS Global Profile Sheet, ATS files, and Florida Administrative Register which still have not updated the October 09, 2023 expiration end date with the May 01, 2024 Amended Final Order's approved October 09, 2024 end date to gain employment and obtain certification as a law enforcement officer.

The FDLE Agency Clerk/OGC and CTSTC's dissemination of misinformation, errant guidance, untimely actions or lack thereof, and decisions which wreak of arbitrariness and bias repeatedly created substantial hardships and violated the principle of fairness. This unfairness and unreasonableness was compounded by the FDLE OGC and CJSTC violating statutory and administrative uniform laws in ***every*** **stage of the procedural process**, deafening and denying Petition's federal, state and administrative lawful right to have notice, be heard and to provide additional information and witnesses; and importantly, being afforded an opportunity to a full and fair hearing.

If accepted by FHP, Petitioner as a graduate of George Stone Training Academy and having a "Veteran" and "Employment Preference," would undergo FHP's Transitional Recruit Class (TRC), an accelerated 8–10 week program which streamlines the academy process focusing on agency-specific training; and any additional newly added certification classes identified during the petition for waiver review.

The Commission in granting Petitioner's instant March 25, 2026 Petition for Waiver or Variance extending the statute's prescribed time limits on the remaining requisites of employment and certification would serve the statute(s) underlying purpose(s): **enabling a competent Petitioner to gain employment by FHP or other agencies as a law enforcement officer, and to prevent any further creation of substantial hardship(s)** and **violations of fairness.**

The Commission in granting of Petitioner's permanent waiver does not diminish statutory requirements relative to Petitioner's competency or skills; does not breach duties owed to her employer, fellow officers and community; nor signals a decline in her moral values.

For the reasons and good cause stated in the foregoing paragraphs, Petitioner respectfully requests the FDLE/CJSTC grant the March 25, 2026 Petition of Waiver or Variance of Florida Administrative Rule 11B-27.002(4) four year period for the purposes of obtaining gainful employment and certification as an law enforcement officer.

Respectfully, Date: March 26, 2026

/s/ Theresa M. Shoemaker

Theresa M. Shoemaker
Petitioner
1124 Oyster Bay Drive
Milton, Florida 32583
(850) 225-3249
Dailey2020@aol.com

Exhibit List

Exhibit 1: Florida Statutes, § 943.13(1)-(10)

Exhibit 2: The Officer Certification/New Hire Checklist

Exhibit 3: Theresa M. Shoemaker Resume

Exhibit 4: Graduation Certificate from George Stone Technical College and Official Transcripts

Exhibit 5: October 09, 2023 Petition for Waiver E-Mail Copy to GC Bufano

Exhibit 6: Amended Final Order, dated May 01, 2024

Exhibit 7: March 11, 2023 FHP Application for Employment Topsheet

Exhibit 8 : April 11, 2023 FHPSMV Letter and Conditional Offer of Employment

Exhibit 9: June 30, 2024 FHP Application for Employment Topsheet

Exhibit 10: June 30, 2024 FLHSMV Conditional Offer of Employment and E-mails

Exhibit 11: July 16, 2024 Clay County Sheriff's Department COE and E-mails.

Exhibit 12: August 16, 2022 Dr. Oas Letter re: Medical Waiver for Extension of End Time

Exhibit 13: August 17, 2022 Shoemaker E-Mail to FDLE Office of General Counsel

Exhibit 14: August 22, 2022 FDLE GC Bufano E-Mail; Dr. Oas Letter and Waiver/Variance

Exhibit 15: December 7, 2022 Petition of Waiver

Exhibit 16: E-mail to FDLE Agency Clerk/PDF Dec. 07, 2022 Petition For Waiver

Exhibit 17: January 23, 2023 Casey E-mail /Letter: Denial Dec 07, 2022 Petition for Waiver

Exhibit 18: May 11, 2023 Shoemaker E-mail to Casey re: "end dates" and "withdrawal dates"

Exhibit 19: Oct. 9, 2023 Shoemaker E-mail to FDLE OGC/PDF Oct. 9, 2023 Petition for Waiver

Exhibit 20: October 09, 2023 Petition Via U.S. Postal Certified Mail Delivery Receipt

Exhibit 21: Example 2: Petition for Waiver

Exhibit 22: F.A.R. Notice of Petition

Exhibit 23: November 14, 2023 FDLE GC Bufano Ltr re: Additional Information Needed

Exhibit 24: December 15, 2023 TS-FDLE GC Bufano E-Mail

Exhibit 25: December 27, 2023 Petitioner Certified Mail

Exhibit 26: February 2024 Commission Meeting, Agenda Item: 4B, pgs. 1-12

Exhibit 27: CJSTC Final Order, dated February 27, 2024

Exhibit 28: U.S. Post Office First Class Envelope from FDLE Office of the General Counsel

Exhibit 29: March 22, 2024 TS-FDLE GC Bufano E-Mail Thread Re: Appeal

Exhibit 30: March 27, 2024 Shoemaker -GC Bufano E-mail Thread - Final Order correction

Exhibit 31: April 12, 2024 Petition for Waiver

Exhibit 32: April 12, 2024 Letter to FDLE OGC GC Bufano.

Exhibit 33: April 17, 2024 Shoemaker -GC Bufano E-Mail Thread re: F.S. 120.542(7)

Exhibit 34: April 23, 2024 GC E-mail to Shoemaker re: Amending Order

Exhibit 35: April 23, 2024 Shoemaker Withdrawal of April 17, 2024 Petition of Waiver

Exhibit 36: Amended Final Order, dated May 01, 2024 in Case No. VAR2023-15

Exhibit 37: May 24, 2024 FDLE ATMS E-mail Petitioner /PDF Global Profile Sheet

Exhibit 38: September 06, 2024 CJP Standards Records E-mail re: Request for Waiver Info

Exhibit 39: September 06, 2024 E-mail to CJP Standard Records/Copy of May 01, 2024 FDLE GC Bufano E-mail with May 01, 2024 Amended Order attachment

Exhibit 40: September 06, 2024 CJP Standards Records E-mail re: Waiver to Agency?

Exhibit 41: September 06, 2024 E-mail to CJP Standard Records/Copy of May 01, 2024 FDLE GC Bufano E-mail to Petitioner

Exhibit 42: September 09, 2024 CJP Standards Records E-mail with Global profile Sheet

Exhibit 43: Oct. 08, 2024 Petition of Waiver

Exhibit 44: October 31, 2024 FDLE/CJSTC Commission Meeting Official Records, Agenda 4B: Theresa M. Shoemaker October 08, 2024 Petition for Waiver

Exhibit 45: January 22, 2026 E-mail Thread with CJP Standards Record

Exhibit 46: January 22, 2026 FDLE ATMS Global Profile Sheet

Exhibit 47: September 23, 2024 Clay County Sheriff's Department New Hires after Oct. 2024

Exhibit 48: October 08, 2024 E-mail to FDLE OGC/PDF October 08, 2024 Petition For Waiver.

Exhibit 49: F.A.R. Notice of Hearing for October 24, 2024 Petition for a Waiver

Exhibit 50: October 21, 2024 FDLE Dambly E-mail/ Notice of Hearing Attachment

Exhibit 51: Notice of Hearing for October 08, 2024 Petition for Hearing

Exhibit 52: Petitioner E-Mail re: Withdrawal of October 08, 2024 Petition of Waiver

Exhibit 53: September 05, 2025 Petitioner Letter to FDLE Commissioner M. Glass/Cert. Mail

The Florida Senate

2023 Florida Statutes (Including 2023C)

Title XLVII CRIMINAL PROCEDURE AND CORRECTIONS	Chapter 943 DEPARTMENT OF LAW ENFORCEMENT Entire Chapter	**SECTION 13** **Officers' minimum qualifications for employment or appointment.**

943.13 Officers' minimum qualifications for employment or appointment.—On or after October 1, 1984, any person employed or appointed as a full-time, part-time, or auxiliary law enforcement officer or correctional officer; on or after October 1, 1986, any person employed as a full-time, part-time, or auxiliary correctional probation officer; and on or after October 1, 1986, any person employed as a full-time, part-time, or auxiliary correctional officer by a private entity under contract to the Department of Corrections or to a county commission shall:

(1) Be at least 19 years of age, except that any person employed as a full-time, a part-time, or an auxiliary correctional officer must be at least 18 years of age.

(2) Be a citizen of the United States, notwithstanding any law of the state to the contrary.

(3) Be a high school graduate or its "equivalent" as the commission has defined the term by rule.

(4) Not have been convicted of any felony or of a misdemeanor involving perjury or a false statement, or have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of any felony or of a misdemeanor involving perjury or a false statement is not eligible for employment or appointment as an officer, notwithstanding suspension of sentence or withholding of adjudication. Notwithstanding this subsection, any person who has pled nolo contendere to a misdemeanor involving a false statement, prior to December 1, 1985, and has had such record sealed or expunged shall not be deemed ineligible for employment or appointment as an officer.

(5) Have documentation of his or her processed fingerprints on file with the employing agency or, if a private correctional officer, have documentation of his or her processed fingerprints on file with the Department of Corrections or the Criminal Justice Standards and Training Commission. The department shall retain and enter into the statewide automated biometric identification system authorized by s. 943.05 all fingerprints submitted to the department as required by this section. Thereafter, the fingerprints shall be available for all purposes and uses authorized for arrest fingerprints entered in the statewide automated biometric identification system pursuant to s. 943.051. The department shall search all arrest fingerprints received pursuant to s. 943.051 against the fingerprints retained in the statewide automated biometric identification system pursuant to this section and report to the employing agency any arrest records that are identified with the retained employee's fingerprints. These fingerprints must be forwarded to the department for processing and retention.

(6) Have passed a physical examination by a licensed physician, physician assistant, or licensed advanced practice registered nurse, based on specifications established by the commission. In order to be eligible for the presumption set forth in s. 112.18 while employed with an employing agency, a law enforcement officer, correctional officer, or correctional probation officer must have successfully passed the physical examination required by this subsection upon entering into service as a law enforcement officer, correctional officer, or correctional probation officer with the employing agency, which examination must have failed to reveal any evidence of tuberculosis, heart disease, or hypertension. A law enforcement officer, correctional officer, or correctional probation officer may not use a physical examination from a former employing agency for purposes of claiming the presumption set forth in s. 112.18 against the current employing agency. The employing agency must maintain records of the physical examination for at least 5 years after the employee's separation from the employing agency. If the employing agency fails to maintain the records of the physical examination for the 5-year period after the employee's separation, it is presumed that the employee has met the requirements of this subsection.

(7) Have a good moral character as determined by a background investigation under procedures e
the commission.

EXHIBIT

(8) Execute and submit to the employing agency or, if a private correctional officer, submit to the appropriate governmental entity an affidavit-of-applicant form, adopted by the commission, attesting to his or her compliance with subsections (1)-(7). The affidavit shall require the applicant to disclose any pending investigation by a local, state, or federal agency or entity for criminal, civil, or administrative wrongdoing and whether the applicant separated or resigned from previous criminal justice employment while he or she was under investigation. The affidavit shall be executed under oath and constitutes an official statement within the purview of s. 837.06. The affidavit shall include conspicuous language that the intentional false execution of the affidavit constitutes a misdemeanor of the second degree. The affidavit shall be retained by the employing agency.

(9) Complete a commission-approved basic recruit training program for the applicable criminal justice discipline, unless exempt under this subsection. An applicant who has:

(a) Completed a comparable basic recruit training program for the applicable criminal justice discipline in another state or for the Federal Government and served as a full-time sworn officer in another state or for the Federal Government for at least 1 year, provided there is no more than an 8-year break in employment, as measured from the separation date of the most recent qualifying employment to the time a complete application for an exemption under this subsection is submitted; or

(b) Served in the special operations forces for a minimum of 5 years, provided there is no more than a 4-year break from the applicant's special operations forces experience, as measured from the separation date from the special operations forces to the time a complete application for an exemption under this subsection is submitted,

is exempt in accordance with s. 943.131(2) from completing the commission-approved basic recruit training program.

(10) Achieve an acceptable score on the officer certification examination for the applicable criminal justice discipline.

(11) Comply with the continuing training or education requirements of s. 943.135.

History.—s. 7, ch. 74-386; s. 1, ch. 76-277; s. 4, ch. 78-323; s. 5, ch. 80-71; ss. 7, 24, 25, ch. 81-24; s. 1, ch. 82-46; s. 2, ch. 83-265; s. 6, ch. 84-258; ss. 7, 41, ch. 86-183; s. 7, ch. 86-187; ss. 1, 5, 6, ch. 87-186; s. 5, ch. 91-429; s. 2, ch. 92-131; s. 5, ch. 93-252; s. 1, ch. 95-408; s. 1629, ch. 97-102; s. 2, ch. 97-225; s. 2, ch. 2002-205; s. 2, ch. 2003-278; s. 1, ch. 2004-78; s. 4, ch. 2004-248; s. 12, ch. 2006-176; s. 1, ch. 2007-27; s. 28, ch. 2013-116; s. 2, ch. 2018-46; s. 85, ch. 2018-106; s. 2, ch. 2019-113; s. 2, ch. 2021-241; s. 2, ch. 2022-114; s. 130, ch. 2023-8; s. 5, ch. 2023-268.

Disclaimer: The information on this system is unverified. The journals or printed bills of the respective chambers should be consulted for official purposes.

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APPENDIX A – OFFICER CERTIFICATION/NEW HIRE CHECKLIST

OFFICER CERTIFICATION/NEW HIRE and AUXILIARY CERTIFICATION CHECKLIST

Name: _____

SSN: _____

____ Application for Officer Certification (Form CJSTC 59)
**Only needed for previously uncertified

____ New Hire Registration (Form CJSTC 60)
**Must be completed within 30 days of employment

____ Officer ATMS Profile

Training Documentation for Auxiliary Officers
_____ CJSTC 4 – Firearms Proficiency
_____ CJSTC 6 – Defensive Tactics Proficiency
_____ CJSTC 7 – Driving Proficiency (If taken)

____ Proof of Minimum Age of 19 (Birth Certificate, Naturalization Papers, or Valid US Passport)

____ Proof of US Citizenship (Birth Certificate, Naturalization Papers, or Valid US Passport)

____ High School Diploma, GED, proof of minimum 30 semester hours or 45 quarter hours of college, or foreign diploma (must be translated and certified as equivalent to a US high school diploma) – Education must be verified by background Investigator

____ Fingerprints/FBI Civil Applicant Response with any supplied criminal history record from FDLE and/or FBI **Must obtain response within one year from date of employment

____ Background Investigation (Form CJSTC 77 and applicable documents – investigators summary)
**Must be signed by background investigator and agency administrator

____ Physician's Assessment (Form CJSTC 75)
**Can not be over one year prior to employment
**Must be signed by Medical Doctor, Physician's Assistant or Advance Registered Nurse Practitioner
**Form CJSTC 75A is optional

____ Drug Screen Results (Minimum 7-Panel Test)
**Report must be signed by MRO

____ Affidavit of Applicant (Form CJSTC 68)

____ Completion of Basic Training
**May use Officer Profile as proof of compliance

____ Acceptable Score on State Exam
**May use Officer Profile as proof of compliance

____ TEA Statement (Form CJSTC 65)
**If used by Agency

____ Equivalency approval (Form CJSTC 76 & 76A or ATMS profile)
**If EOT process was utilized by Officer

____ Military History
____ DD214 (Cannot be dishonorable)
____ Other Official Government-issued document reflecting character of service
____ Military Waiver Affidavit (may use CJSTC68 form)

____ Name Change Documentation (Form CJSTC 79)
(documentation of each name change must be in file)

Comments: _____
_____

Signature: _____ Date: _____

EXHIBIT 2

Theresa M. Shoemaker

1124 Oyster Bay Drive Milton, FL 32583 Cell (850)225-3249 Email Dailey2020@aol.com

SUMMARY OF EXPERIENCE

30+years of success and achievements in paralegal/real estate broker career. Graduate of George Stone Police Academy. Qualifications include 9 years of United States Air Force Honorable service. Military paralegal experience, flawlessly managed complex officer cases from Article 15 investigations and Court-Martials presented to the Secretary of the Air Force. Provided Prosecution/Defense service to more than 3,000 military members assigned to Patrick Air Force Base, FL. Worked with Office of Special Investigations, secondary duties while Active-Duty Military. Assisted Brevard County, FL Narcotics unit in solving drug related cases. Victim Advocate/Media Relations for high profile legal cases. Property Manager and represented purchase/sales of over five million dollars of real estate.

TRAINING AND CERTIFICATIONS

Law Enforcement/Paralegal/Real Estate Courses

George Stone Training Center, FL CMS Law Enforcement Basic Recruit Training (Graduate 2022) 93% test average and Northwest Training Center (2022) 4.0 GPA

FL Community Association Manager (2014), FL Real Estate Broker (2002) NC Real Estate Broker (2000)

Military Justice Paralegal and U.S. Air Force Court Reporter (1992)

SUMMARY OF CORPORATE EXPERIENCE

Property Manager/Paralegal/Broker/Owner for Ocean Walk Realty, LLC, 30 years managing and sales of rental properties. Military Justice Paralegal, Office of the Staff Judge Advocate, Patrick Air Force Base, FL. Responsible for trial docket, perform legal research, investigative duties, prepare/edit affidavits, provide advice on military justice to Commanders. Airfield Management, Base Operations Whiteman Air Force Base, MO. Process flight plans/aircraft movement, inform base support agencies via secondary crash net of in-flight/ground emergencies. Attended Santa Rosa County Sheriff's Office Citizen's Police Academy (10-week program) Diplomat; Assisted Distinguished visitors of North American Treaty Alliance, Defense College, Rome, Italy. Assisted multiple Office's of State Attorney's in Florida in cases affecting military members in the community.

EDUCATION

Bachelor of Arts Legal Studies Professional, from Univ West Florida, Pensacola, FL 3.6 GPA

Bachelor of Science Psychology, from Fayetteville State Univ, Fayetteville, NC 3.7 GPA

Associate in Science Paralegal, from Community College of the Air Force

University of St. Augustine, St. Augustine, FL. Doctorate Physical Therapy Student, 52 credit hours 3.6 GPA

HONORS

The National Dean's List, Phi Theta Honor Society Member, Air Force Airman Scholarship, Air Force Chief Master Sergeant Scholarship, Air Force Boot-Strap Scholarship, Patrick Air Force Base Athl

EXHIBIT 3

GEORGE STONE TECHNICAL COLLEGE

GEORGE STONE
EST. 1989
CRIMINAL JUSTICE TRAINING CENTER

THIS CERTIFIES THAT

Theresa M. Shoemaker

HAS SATISFACTORILY COMPLETED ALL THE COMPETENCIES IN

FLORIDA CMS LAW ENFORCEMENT

770 HOURS

THIS *7th* DAY OF *March* *2022*

PROGRAM COORDINATOR	CLASS #	TRAINING CENTER DIRECTOR
Clifford Lyster	LE-57	*Gregory E. Moody*

EXHIBIT 4

GEORGE STONE TECHNICAL COLLEGE

REGION 1 • FDLE CRIMINAL JUSTICE TRAINING CENTER #70
GREGORY E. MOODY, DIRECTOR

OFFICIAL TRANSCRIPT

STUDENT NAME: Theresa M. Shoemaker **SS #:** [redacted]
PROGRAM NAME: FLORIDA CMS LAW ENFORCEMENT BASIC RECRUIT #57
ENROLLED: 10/01/19 **WITHDRAWN:** 06/25/20 **HOURS:** 665

COURSE#/NAME	DATE	WRITTEN	PRACTICAL	HRS
CJK-0013 INTERACTIONS IN A DIVERSE COMMUNITY	11/15/19	94	N/A	40
CJK-0014 INTERVIEWING & REPORT WRITING	12/09/19	96	N/A	56
CJK-0064 FUNDAMENTALS OF PATROL	01/07/20	96	N/A	35
CJK-0065 CALLS FOR SERVICE	02/04/20	92	N/A	36
CJK-0040 FIREARMS	07/04/21	90	P	80
CJK-0077 CRIMINAL INVESTIGATIONS	03/02/20	92	N/A	50
CJK-0078 CRIME SCENE TO COURTROOM	03/13/20	100	N/A	35
CJK-0087 TRAFFIC STOPS	04/10/20	96	N/A	30
CJK-0092 CRITICAL INCIDENTS	04/23/20	84	N/A	46
CJK-0084 DUI TRAFFIC STOPS	05/14/20	96	P	33
CJK-0422 DART FIRING STUN GUN	05/29/20	100	N/A	8
CJK-0088 TRAFFIC CRASH INVESTIGATIONS	05/27/20	86	N/A	28
CJK-0096 PHYSICAL FITNESS TRAINING	05/20/20	Passed	N/A	60
CJK-0020 VEHICLE OPERATIONS	06/02/21	88	P	48

COMMENTS: Student completed Florida CMS Law Enforcement Basic Recruit Training.

DATE: 5/20/22

Gregory E Moody
Gregory E. Moody, Director

2[illegible]ve • Pensacola, Florida 32526-8922 • Phone: (850) 941-6088/941-6200 • Fax: (850) 941-6217
Equal Access / Equal Opportunity Institution

Northwest Florida State College
100 College Boulevard
Niceville, FL 32578

SSN: [redacted] Student No: [redacted] Date of Birth: [redacted]

Date Issued: 11-APR-2023
Official Transcript

Record of: Theresa Marie Shoemaker
Current Name: Theresa Marie Shoemaker
Issued To: THERESA SHOEMAKER
DAILEY2020@AOL.COM

Course Level: Vocational
High School: Griffith High School 01-MAY-1986

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
INSTITUTION CREDIT:						
Fall Semester 2018						
Law Enforcement Officer Basic						
CJK	0001	Intro To Law Enforcement	0.40	A	1.60	
CJK	0012	Legal	2.10	A	8.40	
CJK	0031	First Aid	1.60	A	6.40	
	Ehrs: 4.10	GPA-Hrs: 4.10 QPts:	16.40	GPA:	4.00	
Not Calculated Until 12 Hours						
Summer Semester 2021						
Law Enforcement Officer Basic						
CJK	0040	Firearms	2.70	A	10.80	
	Ehrs: 2.70	GPA-Hrs: 2.70 QPts:	10.80	GPA:	4.00	
Academic Good Standing						
Spring Semester 2022						
Law Enforcement Officer Basic						
CJK	0051	Criminal Justi Defens Tactics	2.67	A	10.68	
	Ehrs: 2.67	GPA-Hrs: 2.67 QPts:	10.68	GPA:	4.00	
Academic Good Standing						
Last Standing: Academic Good Standing						

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	9.47	9.47	37.88	4.00
TOTAL TRANSFER	0.00	0.00	0.00	0.00
OVERALL	9.47	9.47	37.88	4.00

********** END OF TRANSCRIPT **********

Stephanie Linard
Director of Records/Registrar

This transcript processed by Parchment

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

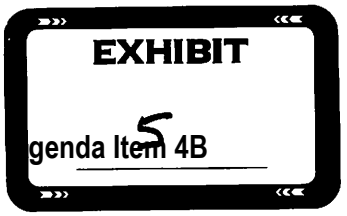
FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 VIA U.S. CERTIFIED MAIL AND ELECTRONIC MAIL

PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 9, 2023

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officers aptitude in critical skill and



abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence of it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing of the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On August 20, 2018 I enrolled at NW FL Training Center. On October 7, 2018 was diagnosed with head injury at Eglin AFB, ER which was sustained from defensive tactics exercise during training. On October 10, 2018 Hurricane Michael Category 5 caused me to evacuate the area and withdraw from this program.
2. On October 9, 2019 I enrolled at George Stone Training Center. I broke my left elbow on February 20, 2020 during training. Due to COVID restrictions on surgeries, my surgery was severely delayed until July 27, 2020. I then underwent 7 months of physical therapy before being medically cleared by Dr. Raymond Noellert on February 11, 2021.
3. Following elbow surgery and physical therapy, I had to reenroll in three courses: Firearms, Defensive Tactics, and Vehicle Operations Driving Course. It was very difficult to find openings for all 3 classes because they were either full or unavailable. I graduated from George Stone Training Center on March 7, 2022.
4. Three days after graduating I was involved on March 10, 2022 in a serious car accident sustaining multiple injuries. These injuries were a closed head injury, oral surgery, front tooth knocked out, multiple root canals, cracked tooth, etc. I was rear ended at a stop light and my truck was declared a total loss.
5. On August 12, 2022 I successfully passed the State Officer Certification Examination overcoming the above substantial personal hardships.

I'm still under a Dentist and Doctor's care after this car accident. I'm asking the Commission for a 1-year extension onto my Law Enforcement Certification to find employment.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker

Fw: Theresa Marie Shoemaker Petition for Waiver

From: dailey2020@aol.com (dailey2020@aol.com)

To: mattcasey@fdle.state.fl.us

Date: Monday, October 9, 2023 at 03:00 PM CDT

Dear Mr. Matt Casey:

Please see attached petition for waiver or variance of FL Administrative rule (11B-27.002 (4) and FL law implement citation 943.12 (3), 943.13, 943.133, 943.139 and 943.1395.

Sincerely,

Theresa M. Shoemaker
Cell (850)225-3249
Email Dailey2020@aol.com
Mailing Address 1124 Oyster Bay Drive Milton, FL 32583



TheresaMarieShoemakerOct9_2023.pdf
1.1 MB

FILED
Florida Department of Law Enforcement
Agency Clerk
Clerk: Brittany Auclair
Date: 5/1/24
File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

AMENDED FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2023 at 8:30 a.m., in Lake Mary, Florida.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

   Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means

EXHIBIT
Agenda Item 4B 6

by the person and when application or a rule would create a substantial hardship or would violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Pursuant to Section 120.542(8), F.S., a petition not granted or denied within 90 days after receipt of a completed petition is deemed approved. Petitioner Submitted her petition more than 90 days prior to the Commission's original Order Denying the petition. As such, the Commission hereby amends the original Final Order.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is GRANTED until October 9, 2024, as requested in the petition.

The Order is effective February 15, 2024.

DONE and ORDERED this 1st day of May, 2024.

Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of May, 2024.

Agency Clerk

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel
Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

By Mail or Facsimile
Agency Clerk
Florida Dept. of Law Enforcement
P.O. Box 1489
Tallahassee, FL 32302
Facsimile: (850) 410-7699

By Hand Delivery
Agency Clerk
Florida Dept. of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308
Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

ATS: Supplemental Application

Application Submit Date: **4/11/2023**

Name:	**Theresa Marie Shoemaker**		
Date of Birth:	[redacted]	**SSN:**	[redacted]
		DL#/ State:	[redacted]
Sex:	Female	**Race/Ethnicity:**	Two Or More Races
Home Address:	724 North Pine Avenue Green Cove Springs, Florida - 32043 United States of America	**Mailing Address:**	1124 Oyster Bay Drive Milton, Florida - 32583 United States of America
Email:	dailey2020@aol.com	**Alternate Email:**	
Primary Phone:	850-225-3249	**Secondary Phone:**	
Height:	5' 4"	**Weight:**	168 lbs
U.S. Citizen:	Yes/ By Birth	**Place of Birth:**	Hammond, Indiana United States of America
Maiden Name:	Dailey	**Citizen By:**	Birth

Facial Photo:
2/14/2023



Body Photo:
2/24/2023



Have you ever been known by any other name? **Yes**

Aliases

#	Other Name	Reason for Change	From	To
1	Theresa Marie Dailey	Marriage	9/10/1968	5/29/2004

Disclosure

Is your information exempt from public records disclosure under Section 119.071(4)(d), Florida Statutes (F.S)? **Yes**

Do you have a disability as defined under Section 110.107(12), Florida Statutes (F.S)? **I choose not to answer**

Are you qualified for the Right To First Interview and would you like to invoke your Right to First Interview? **No**

To your knowledge, do you have any relatives working in this agency? **No**

How did you hear about this job vacancy? **Agency Website**

4/11/2023

EXHIBIT 7



FLHSMV
FLORIDA HIGHWAY SAFETY AND MOTOR VEHICLES

Terry L. Rhodes
Executive Director

2900 Apalachee Parkway
Tallahassee, Florida 32399-0500
www.flhsmv.gov

Dear Applicant,

Your application for Law Enforcement Officer has been received by the Florida Highway Patrol's (FHP) Background, Recruitment and Selection Office. **This is a conditional offer of employment, but NOT A GUARANTEED JOB OFFER.** The conditions of employment are based upon a review of your application and successful completion of all of the following: credit analysis, polygraph examination, psychological screening, in-depth background investigation, passing score on the *Criminal Justice Basic Abilities Test (CJBAT), physical abilities test, physical examination, eye examination, fingerprinting and drug screening. Failure to successfully complete any of these requirements will result in your disqualification from the hiring process. An applicant must successfully complete each stage of the process in order to move to the next stage.

1. FHP will screen each application to ensure applicant meets minimum qualifications and has no automatic disqualifications
2. Credit check
3. Criminal Justice Basic Abilities Test *
4. Physical Abilities Test (upon recommendation from applicant's personal doctor)
5. Polygraph
6. Psychological Screening
7. Background Investigation
8. Medical, vision, fingerprinting and drug screening (at the expense of FHP)
9. Invitation to attend FHP Training Academy

* Scheduled by, and at the expense of the applicant. Former Florida-certified or out-of-state-certified officers may qualify for an exemption from the CJBAT. Any applicant with an associate degree or higher from an accredited college OR a U.S. veteran discharged or released under honorable conditions is exempt from the CJBAT.

We appreciate your interest in becoming one of Florida's Finest and wish you the best of luck!

Respectfully,

Captain Hugh Cutchen
Statewide Recruitment, Selection Commander
Background, Recruitment & Selection
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
Recruiting Office: 850-617-2315
www.BeATrooper.com

ATS: Supplemental Application

Application Submit Date: **6/30/2024**

Name:	**Theresa Marie Shoemaker**		
Maiden Name:	Dailey	**SSN:**	[redacted]
Date of Birth:	[redacted]	**DL#/ State:**	[redacted]
Sex:	Female	**Race/Ethnicity:**	Two Or More Races
Home Address:	1124 Oyster Bay Drive Milton, Florida - 32583 United States of America	**Mailing Address:**	1124 Oyster Bay Drive Milton, Florida - 32583 United States of America
Email:	dailey2020@aol.com	**Alternate Email:**	
Primary Phone:	850-225-3249	**Secondary Phone:**	
Height:	5' 4"	**Weight:**	168 lbs
U.S. Citizen:	Yes/ By Birth	**Place of Birth:**	Hammond, Indiana United States of America

Facial Photo:
2/14/2023



Body Photo:
2/24/2023



Have you ever been known by any other name? **Yes**

Aliases

#	Other Name	Reason for Change	From	To
1	Theresa Marie Dailey	Marriage	9/10/1968	5/29/2004

Disclosure

Is your information exempt from public records disclosure under Section 119.071(4)(d), Florida Statutes (F.S)? **Yes**

Do you have a disability as defined under Section 110.107(12), Florida Statutes (F.S)? **I choose not to answer**

Are you qualified for the Right To First Interview and would you like to invoke your Right to First Interview? **No**

To your knowledge, do you have any relatives working in this agency? **No**

How did you hear about this job vacancy? **Agency Website**

6/30/2024

EXHIBIT



FLHSMV
FLORIDA HIGHWAY SAFETY AND MOTOR VEHICLES

Dave Kerner
Executive Director

2900 Apalachee Parkway
Tallahassee, Florida 32399-0500
www.flhsmv.gov

Dear Applicant,

Your application for Law Enforcement Officer has been received by the Florida Highway Patrol's (FHP) Background, Recruitment and Selection Office. **This is a conditional offer of employment, but NOT A GUARANTEED JOB OFFER.** The conditions of employment are based upon a review of your application and successful completion of all of the following: credit analysis, polygraph examination, psychological screening, in-depth background investigation, passing score on the *Criminal Justice Basic Abilities Test (CJBAT), physical abilities test, physical examination, eye examination, fingerprinting and drug screening. Failure to successfully complete any of these requirements will result in your disqualification from the hiring process. An applicant must successfully complete each stage of the process in order to move to the next stage.

1. FHP will screen each application to ensure applicant meets minimum qualifications and has no automatic disqualifications
2. Credit check
3. Criminal Justice Basic Abilities Test *
4. Physical Abilities Test (upon recommendation from applicant's personal doctor)
5. Polygraph
6. Psychological Screening
7. Background Investigation
8. Medical, vision, fingerprinting and drug screening (at the expense of FHP)
9. Invitation to attend FHP Training Academy

* Scheduled by, and at the expense of the applicant. Former Florida-certified or out-of-state-certified officers may qualify for an exemption from the CJBAT. Any applicant with an associate degree or higher from an accredited college OR a U.S. veteran discharged or released under honorable conditions is exempt from the CJBAT.

We appreciate your interest in becoming one of Florida's Finest and wish you the best of luck!

Respectfully,

Captain Hugh Cutchen
Statewide Recruitment, Selection Commander
Background, Recruitment & Selection
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
Recruiting Office: 850-617-2315
www.BeATrooper.com

Re: Deputy Sheriff - FL Certified

From: dailey2020@aol.com (dailey2020@aol.com)

To: hr@claysheriff.com

Date: Tuesday, July 16, 2024 at 02:35 PM CDT

Dear Clay County, Florida Sheriff HR Dept:

I accept your conditional offer of employment. Thank you for your time and consideration.

Respectfully,

Theresa Shoemaker
(850)225-3249
Dailey2020@aol.com

On Tuesday, July 16, 2024 at 02:17:39 PM CDT, Clay County Sheriff's Office HR <info@governmentjobs.com> wrote:

> July 16, 2024
>
> Theresa Shoemaker
> 11124 Oyster Bay Drive
> Milton, FL 32583
>
> Dear Theresa:
>
> The Clay County Sheriff's Office is pleased to extend a conditional offer of employment for the position of Deputy Sheriff - FL Certified. This offer contains contingent requirements provided below for your consideration. Please read this message in its entirety. Additionally, please ensure that any previous employment contracts with other agencies are expired, exhausted, or formally excused before accepting this offer.
>
> Position Details:
> Type: Full-time
> Salary: $50,182.29 (This amount is negotiable based on verified experience.)
> Probationary Period: One (1) year post Field Training/Evaluation Program
>
> Please indicate your acceptance of this offer by replying with "I accept".
>
> Please note: This conditional offer is an important step that begins our comprehensive screening process. It is not a final guarantee of employment. As a law enforcement agency, various factors including demonstration of exemplary moral character and integrity influence our final hiring decision. Although, our intentions are to have you join our team, you should maintain your current employment status until you receive a "Welcome Aboard" letter confirming an official start date.
>
> Contingencies:
> To ensure the highest standards in our team, the following steps are considered contingencies for employment. These contingencies form a critical part of your hiring package. Upon completion of all steps, the Sheriff (or designated representative) will review the totality of the information gathered to make a final hiring decision.
>
> - Panel interview
> - Physical Abilities Test (or BMST)
> - Polygraph examination
> - Comprehensive background investigation
> - Psychological evaluation

EXHIBIT

- Drug screening
- Medical physical
- Skills testing, if required (typing, excel, etc...)
- Fingerprinting (FBI RAPback)
- Command Staff final review/determination

Process Timeline:
Our hiring process typically takes three (3) to eight (8) weeks, depending on the availability of the applicant and testing administrators. Throughout this process, you will receive guidance via email from our HR team. Candidates are accepted for processing according to the rank order of their panel interview scores. While we extend offers with the intent to hire, please be aware that positions may become unavailable by the time all required hiring steps are completed.

Law Enforcement and Detention hiring classes convene three times a year, contingent upon position availability. After the final review of all application components and contingencies, you will receive a Welcome Aboard message confirming your employment with an official start date. We strongly suggest maintaining your current employment status until you receive this final confirmation.

Orientation:
On your first day, our Human Resources team will host an orientation session covering employment forms, fringe benefits, and introductions to leadership. Further details on your orientation will be provided closer to your start date.

Contact Information:
For any inquiries, or if you require accommodations during the hiring process, please reach out to our team via email at HR@claysheriff.com or by phone at (904) 529-6040.
We look forward to you joining our team.

Sincerely,

Clay County Sheriff's Office
Human Resources
HR@claysheriff.com

If you do not want to receive emails please click on the following : Unsubscribe from Emails

Sworn_and_Certified.pdf
1.4 MB

Peter T. Oas, Ph.D., P.A.

Clinical Psychology

P.O. Box 1002
707 Bayshore Drive
Niceville, Florida 32578
(850) 729-3117
Fax (850) 729-3142
Licensed Psychologist

August 16, 2022

Christopher Bufano
Assistant General Counsel
Florida Department of Law Enforcement

RE: Theresa Shoemaker
DOB: 09-10-1968

Dear Mr. Bufano,

This letter is in reference to Theresa Shoemaker requesting an extension of completing and being hired by a law enforcement agency within 4 years of beginning her training. She initially attended Northwest Florida Police Academy on August 20, 2018. While in a defensive tactics exercise, another student used excessive force, causing Theresa to sustain a head injury. This injury was diagnosed in the ER at Eglin AFB, FL on October 7, 2018.

On February 20, 2020, while enrolled at George Stone Police Academy, she broke her left elbow during training. Due to COVID restrictions on surgeries, her surgery was severely delayed until July 27, 2020. During the 5 months she endured with a broken elbow, she completed the classes she could. She then underwent 7 months of physical therapy following the surgery before being medically cleared by Dr. Raymond Noellert on February 11, 2021.

Following her elbow surgery and subsequent physical therapy, she had to reenroll in three courses: FireArms, Defensive Tactics and Vehicle Operations Driving Course. It was very difficult to find openings for all 3 of the classes because they were either full or unavailable. She graduated from George Stone on March 7, 2022.

On March 10, 2022 Theresa was involved in a serious car accident sustaining multiple injuries, including a closed head injury and oral surgery completed on July 6, 2022. Her doctors have scheduled an upcoming MRI of her spine as she was rear ended at a stop light and her truck was declared totaled.

On June 3, 2022 her father-in-law died unexpectedly, and she had to assist the Personal Representative of his estate because her husband had deployed overseas on or about June 16, 2022.

EXHIBIT

Agenda Item 4B

Theresa also had to get an updated neuropsychological test completed in order to take her Law Enforcement State Exam with extra time. She successfully passed her test on August 13, 2022.

Due to these unforeseen injuries and life circumstances, we respectfully request that her time be extended. It was noted by my prior diagnoses and assessments and other neuropsychological tests completed by Dr. Elizabeth Gamboa that she be given extra time to complete the curriculum due to multiple injuries sustained while of active-duty USAF.

Despite these difficulties and obstacles, Theresa persevered, and completed anything she set her mind to. I fully expect her to successfully complete her law enforcement training.

Thank you in advance for approving extra time for Theresa to be hired by an agency. These injuries were unforeseen and her problems are covered under the American with Disabilities Act. If you require any additional information or documentation to assist her with this, please do not hesitate to contact me.

Sincerely,

Peter T. Oas, Ph.D.
FL License PY3598
Renewal 05/31/2024

PTO/lu

Fwd: Theresa Shoemaker 4 Year Extension Request

From: dailey2020@aol.com

To: christopherbufano@fdle.state.fl.us

Date: Wednesday, August 17, 2022 at 03:05 PM CDT

Dear Mr. Christopher Bufano: This email is a request for extension of my 4-year training that expires on Saturday August 20, 2022. Please see attached letter from Dr. Peter Oas. Please let me know if I can provide additional information.

Sincerely,

Theresa Shoemaker
1124 Oyster Bay Drive
Milton, FL 32583
(850)225-3249 Cell
Dailey2020@aol.com Email

TheresaShoemaker4YearExtensionLetter.pdf
88 kB

EXHIBIT
13

RE: Theresa Shoemaker 4 Year Extension Request

From: Bufano, Christopher (christopherbufano@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Monday, August 22, 2022 at 01:02 PM CDT

Dear Ms. Shoemaker,

This email is not legally sufficient to processed as a petition. Please see the following link for information on how to file a petition for rule waiver with our agency clerk:

Variance and Waiver (state.fl.us)

Petitions must adhere to the requirements contained in the information page from that link or they will not be considered.

When filing your waiver petition it must be sent to the Agency Clerk at:

Email: AgencyClerk@fdle.state.fl.us
Phone: (850) 410-7676
Fax: (850) 410-7699

Mailing Address:
Florida Department of Law Enforcement
Agency Clerk – Office of the General Counsel
P.O. Box 1489
Tallahassee, Florida 32302

Chris Bufano
Deputy General Counsel
Florida Department of Law Enforcement
Phone: (850) 410-7676
Fax: (850) 410-7699

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Wednesday, August 17, 2022 4:06 PM
To: Bufano, Christopher <ChristopherBufano@fdle.state.fl.us>
Subject: Fwd: Theresa Shoemaker 4 Year Extension Request

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

EXHIBIT 14

Dear Mr. Christopher Bufano: This email is a request for extension of my 4-year training that expires on Saturday August 20, 2022. Please see attached letter from Dr. Peter Oas. Please let me know if I can provide additional information.

Sincerely,

Theresa Shoemaker
1124 Oyster Bay Drive
Milton, FL 32583
(850)225-3249 Cell
Dailey2020@aol.com Email

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 SENT CERTIFIED MAIL ON 12/7/2022 AND VIA EMAIL DAILEY2020@AOL.COM

RE: PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: DECEMBER 7, 2022

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officers aptitude in critical skill and

EXHIBIT

6. On August 12, 2022 I successfully passed the State Officer Certification Examination overcoming the above substantial personal hardships.

After my final surgery on Dec 13, 2022 and a MRI of my spine date to be determined, I will focus on my career and seeking employment.
I'm asking the Commission for a 1 year extension onto my Law Enforcement Certification to find employment.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker

Fwd: Theresa Marie Shoemaker Petition

From: dailey2020@aol.com

To: AgencyClerk@fdle.state.fl.us

Date: Wednesday, December 7, 2022 at 02:08 PM CST

Dear Florida Department of Law Enforcement Agency Clerk - Office of the General Counsel:

Please see attached emailed petition and I also mailed today 12/7/2022 certified mail. Thank you for your assistance.

Respectfully,

Theresa M. Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com
Mailing Address 1124 Oyster Bay Drive Milton, FL 32583

Page1TheresaMShoemakerPetition12_7_2022.pdf
1.1 MB

Page2TheresaMShoemakerPetition12_7_2022.pdf
1.1 MB

Page3TheresaMShoemakerPetition12_7_2022.pdf
555.5 kB

EXHIBIT 16

Letter re: Petition for Waiver of Rule 11B-27.002(4), FAC

From: Casey, Matt (mattcasey@fdle.state.fl.us)

To: Dailey2020@aol.com

Date: Monday, January 23, 2023 at 10:13 AM CST

Good morning. Please see the attached letter re: your recent petition for waiver of Rule 11B-27.002(4), F.A.C. If you have any questions about it, please feel free to give me a call at the phone number below. Thanks and have a good rest of your day, Matt C.

Matt Casey
Assistant General Counsel
Florida Department of Law Enforcement
P.O. Box 1489
Tallahassee, FL 32302-1489
Ph.# (850) 410-8872



1-23-23 Shoemaker letter.pdf
439.2 kB

EXHIBIT
12

FDLE

Florida Department of Law Enforcement

J. Mark Glass
Commissioner

Office of General Counsel
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-7676
www.fdle.state.fl.us

Ron DeSantis, *Governor*
Ashley Moody, *Attorney General*
Jimmy Patronis, *Chief Financial Officer*
Wilton Simpson, *Commissioner of Agriculture*

January 23, 2023
Via U.S. Mail and Electronic Mail to:
Theresa Marie Shoemaker
1124 Oyster Bay Drive
Milton, Florida 32583
Dailey2020@aol.com

RE: Petition for Waiver of Rule 11B-27.002(4), F.A.C.

Dear Ms. Shoemaker:

I am writing to inform you that your petition for waiver will not be placed on the agenda for the next CJSTC meeting in February. This is because the rule from which you have sought a waiver is not one that you are currently adversely affected by. For this reason, it is being denied as legally insufficient. In order for a waiver to be filed with an agency it must be filed by an individual who is subject to, and adversely affected by, the particular rule. Section 120.542, F.S. states:

5) A person who is subject to regulation by an agency rule may file a petition with that agency, with a copy to the committee, requesting a variance or waiver from the agency's rule. In addition to any requirements mandated by the uniform rules, each petition shall specify:
(a) The rule from which a variance or waiver is requested.
(b) The type of action requested.
(c) The specific facts that would justify a waiver or variance for the petitioner.
(d) The reason why the variance or the waiver requested would serve the purposes of the underlying statute.

Currently, FDLE/CJSTC Rule 11B-27.002(4) is not a rule to which you as an individual are adversely affected by because you began the basic recruit academy that you completed on October 9, 2019, which means you still have until October 9, 2023, to have successfully completed the program, to have achieved a passing score on the applicable State Officer Certification Examination, and to gain employment and certification as an officer.

If you have any questions or concerns you may contact me at: (850) 410-7676.

Sincerely,

Matt Casey
Assistant General Counsel

Theresa M. Shoemaker Medical Withdraw Date Clarification

From: dailey2020@aol.com

To: MattCasey@fdle.state.fl.us

Date: Thursday, May 11, 2023 at 11:10 AM CDT

Good Morning Mr. Matt Casey:

Thank you for the attached letter dated 1/23/2023 which I had a question please. In attached George Stone Technical College official transcript, I medically withdrew on 6/25/2020 because of a broken left elbow while in training. After my surgery, physical therapy and approval from Dr. Raymond Noellert I re-enrolled and completed FireArms 7/4/2021 & Vehicle Operations 6/2/2021. (See attached George Stone Transcript)

I then had to enroll at Northwest Fl Training Academy and completed Defensive Tactics in Spring 2022. (See attached NW FL Transcript) I then took my State Exam on 8/12/2022 and passed.

My question please is would the new dates on your letter dated January 23,2023 need to be corrected please? (See attached FDLE letter dated 1/23/2023)

The only reason I'm asking for clarification of correct dates is unfortunately I was rear-ended automobile accident at a stop light on March 10,2022. I had to have nasal surgery, oral surgery, 2 root canals, and 1 front tooth replaced. Thankfully, I'm now okay and just need the NEW DATE of 6/25/2024 date clarified so I can begin the process of applying and hopefully being accepted into the FHP academy which starts on Sept 11, 2023. Because this a 10-week transitional academy I would go past my original due date of Oct 9, 2023.

As always would be happy to provide additional documentation or answer any questions you may contact me at (850)225-3249. Thanks, and have a good rest of your day.

Sincerely,

Theresa Shoemaker
1124 Oyster Bay Drive
Milton, FL 32583
(850)225-3249
Dailey2020@aol.com

EXHIBIT 18

FDLE

Florida Department of Law Enforcement

J. Mark Glass
Commissioner

Office of General Counsel
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-7676
www.fdle.state.fl.us

Ron DeSantis, *Governor*
Ashley Moody, *Attorney General*
Jimmy Patronis, *Chief Financial Officer*
Wilton Simpson, *Commissioner of Agriculture*

January 23, 2023
Via U.S. Mail and Electronic Mail to:
Theresa Marie Shoemaker
1124 Oyster Bay Drive
Milton, Florida 32583
Dailey2020@aol.com

RE: Petition for Waiver of Rule 11B-27.002(4), F.A.C.

Dear Ms. Shoemaker:

I am writing to inform you that your petition for waiver will not be placed on the agenda for the next CJSTC meeting in February. This is because the rule from which you have sought a waiver is not one that you are currently adversely affected by. For this reason, it is being denied as legally insufficient. In order for a waiver to be filed with an agency it must be filed by an individual who is subject to, and adversely affected by, the particular rule. Section 120.542, F.S. states:

5) A person who is subject to regulation by an agency rule may file a petition with that agency, with a copy to the committee, requesting a variance or waiver from the agency's rule. In addition to any requirements mandated by the uniform rules, each petition shall specify:
(a) The rule from which a variance or waiver is requested.
(b) The type of action requested.
(c) The specific facts that would justify a waiver or variance for the petitioner.
(d) The reason why the variance or the waiver requested would serve the purposes of the underlying statute.

Currently, FDLE/CJSTC Rule 11B-27.002(4) is not a rule to which you as an individual are adversely affected by because you began the basic recruit academy that you completed on October 9, 2019, which means you still have until October 9, 2023, to have successfully completed the program, to have achieved a passing score on the applicable State Officer Certification Examination, and to gain employment and certification as an officer.

If you have any questions or concerns you may contact me at: (850) 410-7676.

Sincerely,

Matt Casey
Assistant General Counsel

change? 6/25/2020

change? 6/25/2024

not sure if b/c re-enrolled @ George Stone after withdraw date 6/25/20 if this needs changed? Which would make new date of 6/25/2024

Fw: Theresa Marie Shoemaker Petition for Waiver

From: dailey2020@aol.com (dailey2020@aol.com)

To: mattcasey@fdle.state.fl.us

Date: Monday, October 9, 2023 at 03:00 PM CDT

Dear Mr. Matt Casey:

Please see attached petition for waiver or variance of FL Administrative rule (11B-27.002 (4) and FL law implement citation 943.12 (3), 943.13, 943.133, 943.139 and 943.1395.

Sincerely,

Theresa M. Shoemaker
Cell (850)225-3249
Email Dailey2020@aol.com
Mailing Address 1124 Oyster Bay Drive Milton, FL 32583

TheresaMarieShoemakerOct9_2023.pdf
1.1 MB

EXHIBIT

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 VIA U.S. CERTIFIED MAIL AND ELECTRONIC MAIL

PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 9, 2023

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officers aptitude in critical skill and

abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence of it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing of the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On August 20, 2018 I enrolled at NW FL Training Center. On October 7, 2018 was diagnosed with head injury at Eglin AFB, ER which was sustained from defensive tactics exercise during training. On October 10, 2018 Hurricane Michael Category 5 caused me to evacuate the area and withdraw from this program.
2. On October 9, 2019 I enrolled at George Stone Training Center. I broke my left elbow on February 20, 2020 during training. Due to COVID restrictions on surgeries, my surgery was severely delayed until July 27, 2020. I then underwent 7 months of physical therapy before being medically cleared by Dr. Raymond Noellert on February 11, 2021.
3. Following elbow surgery and physical therapy, I had to reenroll in three courses: Firearms, Defensive Tactics, and Vehicle Operations Driving Course. It was very difficult to find openings for all 3 classes because they were either full or unavailable. I graduated from George Stone Training Center on March 7, 2022.
4. Three days after graduating I was involved on March 10, 2022 in a serious car accident sustaining multiple injuries. These injuries were a closed head injury, oral surgery, front tooth knocked out, multiple root canals, cracked tooth, etc. I was rear ended at a stop light and my truck was declared a total loss.
5. On August 12, 2022 I successfully passed the State Officer Certification Examination overcoming the above substantial personal hardships.

I'm still under a Dentist and Doctor's care after this car accident. I'm asking the Commission for a 1-year extension onto my Law Enforcement Certification to find employment.

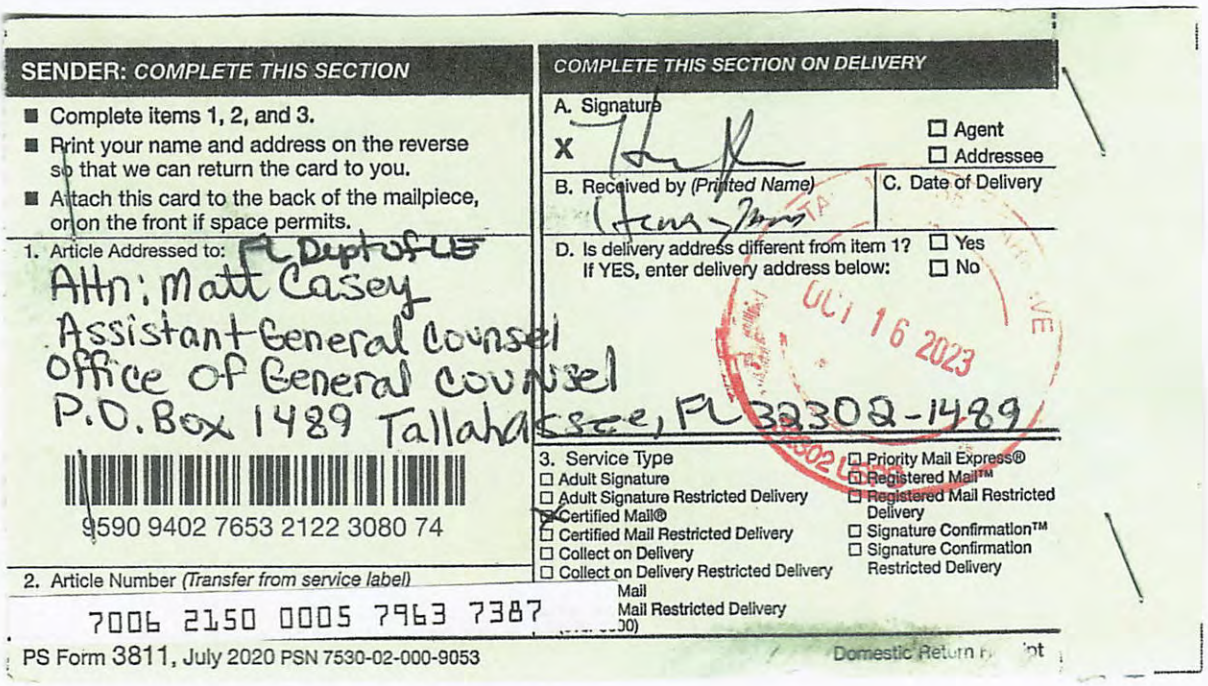
I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to: FL Dept of LE
Attn: Matt Casey
Assistant General Counsel
Office of General Counsel
P.O. Box 1489 Tallahassee, FL 32302-1489

9590 9402 7653 2122 3080 74

2. Article Number (Transfer from service label)
7006 2150 0005 7963 7387

PS Form 3811, July 2020 PSN 7530-02-000-9053 Domestic Return Receipt

COMPLETE THIS SECTION ON DELIVERY

A. Signature
X
☐ Agent
☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

OCT 16 2023

3. Service Type
☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
Mail
Mail Restricted Delivery
☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☐ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

EXHIBIT
20

[redacted]

[redacted]

[redacted]

CONTACT

[redacted]

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: [redacted]

RE: PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 30, 2017 @ 12:00 PM

OFFICE OF THE GENERAL COUNSEL:

I, [redacted] PETITIONER RESPECTFULLY REQUEST FROM THE COMMISSION A PERMANENT WAIVER OR VARIANCE OF RULE 11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395, THE REQUIREMENT OF OBTAINING EMPLOYMENT OF APPOINTMENT WITHIN FOUR YEARS OF BEGINNING OF BASIC RECRUIT ACADEMY, WHICH STATES:

(4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officers aptitude in critical skill and abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.

RECEIVED
OCT 30 2017
Office of General Counsel

[redacted]

EXHIBIT
2-1

As a graduate of a Commission-approved Basic Recruit Training Program and a law abiding citizen in the State of Florida. I understand the necessity of such a rule and believe am able to demonstrate compliant adherence of it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing of the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

On July 8, 2014, after graduating from a Commission-approved Basic Recruit Training Program several unexpected situation occurred in my life, causing a severe hardship and suffering in my life that put my Law Enforcement Career on hold. First, the death of my mother put a hold on my career. Second, my oldest brother had a mental breakdown because of the death of our mother. I spent time trying to assist him. Finally, a loss of employment caused me to become homeless and sleeping in my vehicle for two years. Substantial hardship.

I am now back on my feet. I am focus on my career again and seeking employment.

I am asking the Commission for a six months extension or less added onto my Law Enforcement Certification to find employment.

I have applied with several Law Enforcement Agencies within the surrounding areas, such as:

Gretna Police Department, Madison Police Department, Monticello Police Department, Chattahoochee Police Department, Live Oak Police Department and Midway Police Department.

I RESPECTFULLY REQUEST FROM THE COMMISSION A PERMANENT WAIVER OF RULE 11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395, WHICH WOULD ALLOW ME THE OPPORTUNITY TO SEEK EMPLOYMENT AS A CERTIFIED LAW ENFORCEMENT OFFICER.

Thanks,

[redacted]

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT

Criminal Justice Standards and Training Commission

RULE NO.: RULE TITLE:

11B-27.002 Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

NOTICE IS HEREBY GIVEN that on October 18, 2023, the Department of Law Enforcement, received a petition for permanent waiver of subsection 11B-27.002(4) by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850)410-7676.

EXHIBIT

FDLE

Florida Department of Law Enforcement

J. Mark Glass
Commissioner

Office of General Counsel
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-7676
www.fdle.state.fl.us

Ron DeSantis, *Governor*
Ashley Moody, *Attorney General*
Jimmy Patronis, *Chief Financial Officer*
Wilton Simpson, *Commissioner of Agriculture*

November 14, 2023

Via U.S. Mail to:
Ms. Theresa M. Shoemaker
1124 Oyster Bay Drive,
Milton, Florida 32583

RE: Petition for Waiver

Dear Ms. Shoemaker,

We are in receipt of your petition for waiver of Rule 11B-27.002(4). Upon review of your petition additional information is needed for the Criminal Justice Standards and Training Commission to consider your request.

Please provide any documentation you have from an agency to which you have applied and any documentation of agency support if available.

If you have any questions please contact me at the number above or by email: christopherbufano@fdle.state.fl.us.

Sincerely,

Chris Bufano
Deputy General Counsel

EXHIBIT
83

Fw: Dr. Vanessa D. Perez Psychological Exam of Theresa M. Shoemaker

From: dailey2020@aol.com (dailey2020@aol.com)

To: christopherbufano@fdle.state.fl.us

Date: Friday, December 15, 2023 at 12:50 PM CST

Dear Mr. Chris Bufano Deputy General Counsel FL Dept of Law Enforcement:

This email is in response to your letter dated Nov 14, 2023. Please see attached conditional offer of employment from Florida Highway Patrol. FHP is the only agency I have applied to.

See below email that I sent to Colonel Gary Howze Director of FHP and to date have received no response from my email dated Oct 9, 2023. I also asked my personal injury attorney Mr. Brenton Goodman representing me in my car accident, to request my psychological exam from Dr. Vanessa Perez and her response dated Dec 6, 2023 is non releasable except by FHP.

As a veteran I respectfully request FDLE assistance in obtaining answers and responses to viewing my FHP psychological exam.

Sincerely,

Theresa M. Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com Email

----- Forwarded Message -----
From: dailey2020@aol.com <dailey2020@aol.com>
To: THERESA SHOEMAKER <dailey2020@aol.com>
Sent: Friday, December 15, 2023 at 12:26:05 PM CST
Subject: Fw: Dr. Vanessa D. Perez Psychological Exam of Theresa M. Shoemaker

----- Forwarded Message -----
From: dailey2020@aol.com <dailey2020@aol.com>
To: garyhowze@flhsmv.gov <garyhowze@flhsmv.gov>
Sent: Monday, October 9, 2023 at 07:49:57 PM CDT
Subject: Fw: Dr. Vanessa D. Perez Psychological Exam of Theresa M. Shoemaker

Dear Colonel Gary Howze:

I respectfully request a new psychological exam where the psychologist is in full compliance with all laws. I'm also requesting to review in person at your office the evaluation she submitted. In the following 2 attachments I have provided brief summary of facts regarding my interview with Dr. Vanessa Danielle Perez License#PY9516.

Thank you for your assistance.

EXHIBIT
84
Agenda Item 4B

Respectfully,

Theresa M. Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com Email

PY9516_Redacted (2) (4).pdf
11.9 MB

Scan_0126.pdf
4.3 MB

FHPConditionaloffer_Dr.Perezresponsetoattorney.pdf
549.3 kB

TheresaMarieDaileyDDForm214OperationDesertShieldStorm (2).pdf
2.8 MB



U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

Tallahassee, FL 32302

OFFICIAL USE

Certified Mail Fee $4.35

Extra Services & Fees (check box, add fee as appropriate)
- Return Receipt (hardcopy) $0.00
- Return Receipt (electronic) $0.00
- Certified Mail Restricted Delivery $0.00
- Adult Signature Required $0.00
- Adult Signature Restricted Delivery $

Postage $10.55

Total Postage and Fees $18.45

Postmark Here
DEC 15 2023
12/15/2023
USPS

Sent To FDLE
Street and Apt. No., or PO Box No. P.O.Box1489
City, State, ZIP+4® Tallahassee, FL 32302-1489

PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions

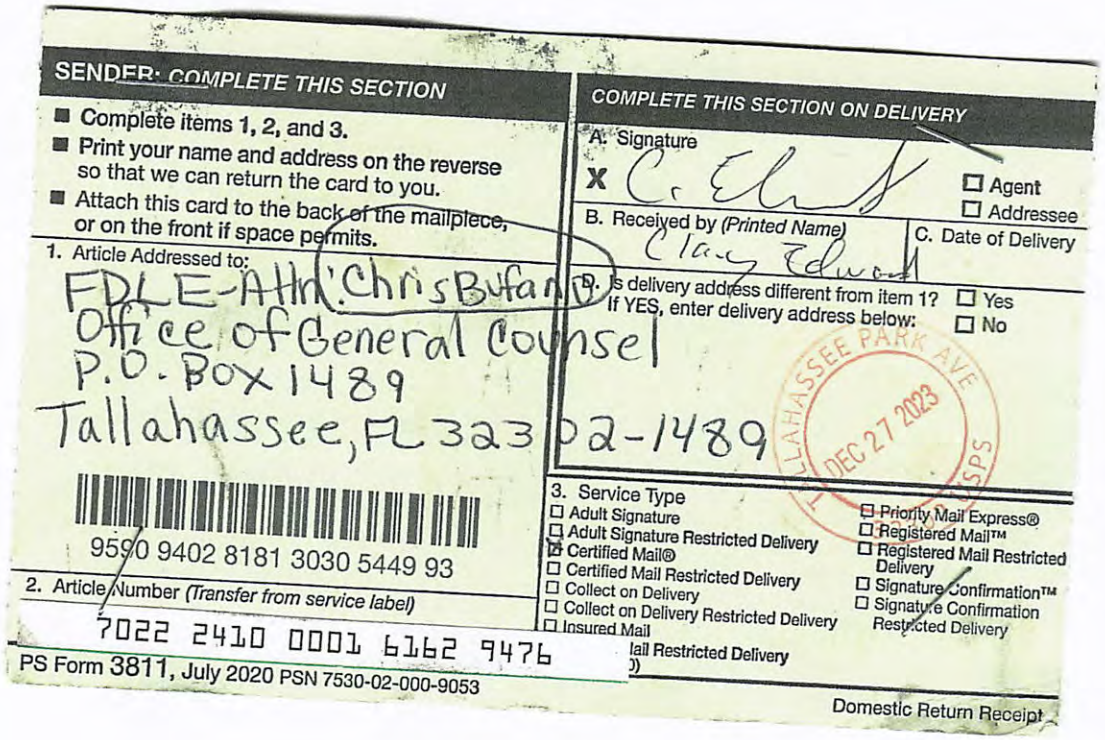
7022 2410 0001 6162 9476

Certified Mail® $4.35
Tracking #:
70222410000161629476
Return Receipt $3.55
Tracking #:
9590 9402 3181 3030 5449 93
Total $18.45

Grand Total: $18.45

Credit Card Remit $18.45
Card Name: VISA
Account #: XXXXXXXXXXXX8387
Approval #: 015220
Transaction #: 998
AID: A0000000031010 Chip
AL: VISA CREDIT
PIN: Not Required

FDLE



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

FDLE-Attn: Chris Bufano
Office of General Counsel
P.O. Box 1489
Tallahassee, FL 32302-1489

9590 9402 8181 3030 5449 93

2. Article Number (Transfer from service label)

7022 2410 0001 6162 9476

PS Form 3811, July 2020 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X C. Edwards

☐ Agent
☐ Addressee

B. Received by (Printed Name) Clay Edwards

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

TALLAHASSEE PARK AVE
DEC 27 2023
USPS

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☑ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

EXHIBIT
25

AGENDA ITEM: 4B

Request for Variance or Waiver: Request for a Permanent Waiver of Rule 11B-27.002(4)(a), F.A.C., by Theresa M. Shoemaker

ISSUE

This agenda item is presented to the Commission by Theresa M. Shoemaker, to request a permanent waiver of Rule 11B-27.002(4)(a), F.A.C.

EXECUTIVE SUMMARY

1. Petitioner is seeking a waiver of Rule 11B-27.002(4) and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

2. Petitioner began basic recruit training on October 9, 2019, and completed the course on March 7, 2022.

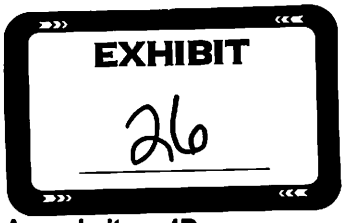
3. Petitioner has not provided current information regarding agency support.

RECOMMENDATION(S): Commission staff recommends that the Commission DENY the petition for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Ms. Shoemaker's request for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C., shall not be granted and she will not be eligible to become a certified law enforcement officer.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Ms. Shoemaker's request for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C., shall be granted and she shall have 90 days from the date of the final order to gain employment and certification as a law enforcement officer.



SUPPORTING INFORMATION

1. Rule 11B-27.002(4)(a), F.A.C., Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers, **page 2.**
2. Section 120.542, F.S., Variances and Waivers, **page 2.**
3. Petition for Waiver of Rule 11B-27.002(4)(a), F.A.C., by Theresa M. Shoemaker., **pages 3 – 5.**
4. Global Profile Sheet for Theresa M. Shoemaker, **pages 6 – 7.**
5. Florida Highway Safety and Motor Vehicles applicant letter, **page 8.**
6. Law Enforcement Psychological and Counseling Associates, Inc., letter, **page 9.**
7. Certificate of Release or Discharge from Active Duty form DD-214, **page 10.**
8. Florida Administrative Registry Notice, **page 11.**
9. Notice of Hearing, **page 12.**

11B-27.002; Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History–New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23.

Section 120.542, F.S., Variances and Waivers, mandates threshold proofs and notice provisions for variances and waivers from agency rules. Subsection (2) of this statute states:

Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application of a rule would create a substantial hardship or would violate principles of fairness. For purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly different from the way it affects other similarly situated persons who are subject to the rule.
History.—s. 12, ch. 96-159; s. 5, ch. 97-176; s. 37, ch. 2010-102; s. 5, ch. 2013-14.

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER [redacted]

PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 9, 2023

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an agency, thereby allowing analysis of an officers aptitude in critical skill and

abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence of it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing of the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On August 20, 2018 I enrolled at NW FL Training Center. On October 7, 2018 was diagnosed with head injury at Eglin AFB, ER which was sustained from defensive tactics exercise during training. On October 10, 2018 Hurricane Michael Category 5 caused me to evacuate the area and withdraw from this program.
2. On October 9, 2019 I enrolled at George Stone Training Center. I broke my left elbow on February 20, 2020 during training. Due to COVID restrictions on surgeries, my surgery was severely delayed until July 27, 2020. I then underwent 7 months of physical therapy before being medically cleared by Dr. Raymond Noellert on February 11, 2021.
3. Following elbow surgery and physical therapy, I had to reenroll in three courses: Firearms, Defensive Tactics, and Vehicle Operations Driving Course. It was very difficult to find openings for all 3 classes because they were either full or unavailable. I graduated from George Stone Training Center on March 7, 2022.
4. Three days after graduating I was involved on March 10, 2022 in a serious car accident sustaining multiple injuries. These injuries were a closed head injury, oral surgery, front tooth knocked out, multiple root canals, cracked tooth, etc. I was rear ended at a stop light and my truck was declared a total loss.
5. On August 12, 2022 I successfully passed the State Officer Certification Examination overcoming the above substantial personal hardships.

I'm still under a Dentist and Doctor's care after this car accident. I'm asking the Commission for a 1-year extension onto my Law Enforcement Certification to find employment.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker

Florida Department of Law Enforcement

Global Profile Sheet

Name:	Theresa M Shoemaker		
Race:	Na	Sex: F	Education: High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	8/3/2022	39	Fail	
LE	8/12/2022	65	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	01/22/2018	07LE1	Industrial/organizational Solutions	Pass	01/22/2022

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

FLHSMV
FLORIDA HIGHWAY SAFETY AND MOTOR VEHICLES

Terry L. Rhodes
Executive Director

2900 Apalachee Parkway
Tallahassee, Florida 32399-0500
www.flhsmv.gov

Dear Applicant,

Your application for Law Enforcement Officer has been received by the Florida Highway Patrol's (FHP) Background, Recruitment and Selection Office. **This is a conditional offer of employment, but NOT A GUARANTEED JOB OFFER.** The conditions of employment are based upon a review of your application and successful completion of all of the following: credit analysis, polygraph examination, psychological screening, in-depth background investigation, passing score on the *Criminal Justice Basic Abilities Test (CJBAT), physical abilities test, physical examination, eye examination, fingerprinting and drug screening. Failure to successfully complete any of these requirements will result in your disqualification from the hiring process. An applicant must successfully complete each stage of the process in order to move to the next stage.

1. FHP will screen each application to ensure applicant meets minimum qualifications and has no automatic disqualifications
2. Credit check
3. Criminal Justice Basic Abilities Test *
4. Physical Abilities Test (upon recommendation from applicant's personal doctor)
5. Polygraph
6. Psychological Screening
7. Background Investigation
8. Medical, vision, fingerprinting and drug screening (at the expense of FHP)
9. Invitation to attend FHP Training Academy

* Scheduled by, and at the expense of the applicant. Former Florida-certified or out-of-state-certified officers may qualify for an exemption from the CJBAT. Any applicant with an associate degree or higher from an accredited college OR a U.S. veteran discharged or released under honorable conditions is exempt from the CJBAT.

We appreciate your interest in becoming one of Florida's Finest and wish you the best of luck!

Respectfully,

Captain Hugh Cutchen
Statewide Recruitment, Selection Commander
Background, Recruitment & Selection
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
Recruiting Office: 850-617-2315
www.BeATrooper.com

Attachment #1

Law Enforcement Psychological and
Counseling Associates, Inc.

December 6, 2023

Brenton Goodman
Levin, Papantonio, Rafferty, Proctor,
Buchanan, O'Brien, Barr & Mougey, P.A.
316 S. Baylen Street, Suite 600
Pensacola, FL 32502-5996
850.435.7006 (office)
edennis@levinlaw.com

Attention: Erika Dennis

Dear Mr. Goodman:

In response to the request for evaluation you submitted on 11/28/23 reference your firm's client, Ms. Theresa Shoemaker, please be advised that the evaluation you requested was a pre-employment psychological evaluation scheduled and paid for by the Florida Highway Patrol (FHP). Therefore, FHP is the client of record.

As per the standard consent form used for this evaluation and signed by your client prior to completing the evaluation, this office is not authorized to release the report to anyone other than FHP, as the client of record. Moreover, the information contained in the report and the purpose of the evaluation is specifically and exclusively intended for the purpose of psychological screening for employment purposes.

Regards,

Vanessa Perez, PsyD

Vanessa Perez, Psy.D.
Licensed Psychologist

9960 N.W. 116th Way
Suite 12
Miami, FL 33178

305-442-8800 ph.
305-442-4469 fax
www.lepca.com

Attachment #2

IDENTIFICATION PURPOSES — SAFEGUARD IT. BOOK 10 PAGE 987 — AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NO.
DAILEY THERESA MARIE	AIR FORCE – REG AF	[redacted]

4.a. GRADE, RATE OR RANK	4.b. PAY GRADE	5. DATE OF BIRTH (YYMMDD)	6. RESERVE OBLIG. TERM. DATE (Year / Month / Day)
SGT	E4	[redacted]	N/A

7.a. PLACE OF ENTRY INTO ACTIVE DUTY	7.b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)
Chicago IL	Griffith IN

8.a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND	8.b. STATION WHERE SEPARATED
45 SPACE (AFSPC)	PATRICK AFB FL

9. COMMAND TO WHICH TRANSFERRED	10. SGLI COVERAGE
	☐ None Amount: $ 200,000

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)

5J051 - Paralegal Journeyman, 9 years.

NORTH CAROLINA, LEE COUNTY
Presented for registration on the 30 day
of July 19 96 at 4:10 P.M.
recorded in Book 10 page 987
Nellie W Thomas, Register of Deeds

12. RECORD OF SERVICE	Year(s)	Month(s)	Day(s)
a. Date Entered AD This Period	1987	Jun	03
b. Separation Date This Period	1996	Jul	15
c. Net Active Service This Period	09	01	13
d. Total Prior Active Service	00	00	00
e. Total Prior Inactive Service	00	11	29
f. Foreign Service	00	00	00
g. Sea Service	00	00	00
h. Effective Date of Pay Grade	1989	Nov	17

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)

Air Force Achievement Medal with 1 device, Air Force Commendation Medal, Air Force Longevity Service Award with 1 device, Air Force Training Ribbon, National Defense Service Medal, Small Arms Expert SEE REMARKS

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)

Basic Military Training, Jul 87; Noncommissioned Officer Preparatory Crse, Jan 90; Paralegal Specialist Crse, 247 hrs, Sep 92; Airman Leadership School, Feb 94. -NOTHING FOLLOWS-

15.a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM	Yes	No	15.b. HIGH SCHOOL GRADUATE OR EQUIVALENT	Yes	No	16. DAYS ACCRUED LEAVE PAID
		X		X		11.0

17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION — Yes [X] No

18. REMARKS

ITEM 13: Marksmanship Ribbon/Rifle, NCO Professional Military Education Ribbon with 1 device, Air Force Outstanding Unit Award, Air Force Good Conduct Medal with 2 devices. Member served 02 Aug 90 to 15 Jul 96 in support of Operation Desert Shield/Storm. Member has completed first full term of service. Copy 5 - Louisiana Claims Control Center, UCX/UCFE, PO Box 94246, Capital Stations, Baton Rouge LA 70804-9246. Copy 3 - Department of Veterans Affairs, Data Processing Center (214), 1615 E. Woodward St., Austin TX 78772. -NOTHING FOLLOWS-

Data herein are subject to computer matching within DoD or with other agencies for verification purposes and determining eligibility or compliance for Federal benefits.

19.a. MAILING ADDRESS AFTER SEPARATION (Include Zip Code)	19.b. NEAREST RELATIVE (Name and address - include Zip Code)
627 East Ridge Road Griffith IN 46319 TMD	David W. Dailey, Sr. Same as item 19a
20. MEMBER REQUESTS COPY 6 BE SENT TO IN DIR. OF VET AFFAIRS — [X] Yes ☐ No	22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) RICHARD RODRIGUEZ, SSGT, USAF NCOIC, RETIREMENTS
21. SIGNATURE OF MEMBER BEING SEPARATED Theresa M. Dailey	

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION	24. CHARACTER OF SERVICE (Include upgrades)	
DISCHARGE	HONORABLE	
25. SEPARATION AUTHORITY	**26. SEPARATION CODE**	**27. REENTRY CODE**
AFI 36-3208	KDB	4A

28. NARRATIVE REASON FOR SEPARATION

HARDSHIP

29. DATES OF TIME LOST DURING THIS PERIOD	30. MEMBER REQUESTS COPY 4
NONE	[illegible] initials

DD Form 214, NOV 88, EG — Previous editions are obsolete. Generated by Dept of the Air Force PC-III — MEMBER-4

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT
Criminal Justice Standards and Training Commission

RULE NO.: RULE TITLE:

11B-27.002: Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

NOTICE IS HEREBY GIVEN that on October 18, 2023, the Department of Law Enforcement, received a petition for permanent waiver of rule 11B-27.002(4) by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850) 410-7676.

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2023-15

Theresa M. Shoemaker
Petitioner.
_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on October 18, 2023, the Department of Law Enforcement, received a petition for a permanent waiver of Rule 11B-27.002(4) by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, February 15, 2024, at the Orlando Marriott Lake Mary, Lake Mary, Florida, 32746.

If you plan to attend the hearing, please call Assistant General Counsel Kyle Troop at (850) 410-8257 or email KyleTroop@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by U.S. mail to Theresa M. Shoemaker, at [redacted] on this 14th day of November 2023.

Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Deputy General Counsel Chris Bufano.

FILED
Florida Department of Law Enforcement
Agency Clerk
Clerk: Brittany Auclair
Date: 03/01/24
File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2024 at 8:30 a.m., in Lake Mary, Florida.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

> Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application or a rule would create a substantial hardship or would

EXHIBIT
Agenda Item 4B

violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Petitioner has failed to demonstrate that application of the aforementioned Rule in this matter would create a substantial economic, technological, legal, or other type of hardship and/or that the purpose of the underlying statute has or will be met by other means.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is DENIED.

The Order is effective February 15, 2024.

DONE and ORDERED this 27th day of February, 2024.

Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of March, 2024.

Agency Clerk

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel

Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

By Mail or Facsimile	By Hand Delivery
Agency Clerk	Agency Clerk
Florida Dept. of Law Enforcement	Florida Dept. of Law Enforcement
P.O. Box 1489	2331 Phillips Road
Tallahassee, FL 32302	Tallahassee, FL 32308
Facsimile: (850) 410-7699	Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

Department of Law Enforcement
ffice of the General Counsel
Post Office Box 1489
ahassee, Florida 32302-1489
7182020100/23

MAILED AT
JACKSONVILLE FL
DROP SHIPMENT
AUTHORIZATION 40

Hasler
03/07/2024
US POSTAGE $001.28[illegible]
FIRST-CLASS MAIL
AUTO
ZIP 32399
011D12604255

Theresa M. Shoemaker
1124 Oyster Bay Drive
Milton, Florida 32583

EXHIBIT
28

Extension for April 1, 2024 Response Theresa Shoemaker

From: dailey2020@aol.com (dailey2020@aol.com)

To: christopherbufano@fdle.state.fl.us

Date: Friday, March 22, 2024 at 09:45 AM CDT

Dear Mr. Bufano:

I received your attached Final Order where I can appeal by April 1, 2024. I respectfully request an extension of this April 1, 2024 deadline so I can retain an attorney and appeal this decision. I'm under a Physician's care and I believe the Americans with Disability Act (ADA) would allow this extension.

Respectfully,

Theresa Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com Email

1124 Oyster Bay Drive
Milton, FL 32583

Document_2024-03-18_153530 (1) (1).pdf
2 MB

EXHIBIT 29

VAR-2023-15 Theresa Shoemaker

From: dailey2020@aol.com (dailey2020@aol.com)

To: dailey2020@aol.com

Date: Wednesday, March 27, 2024 at 10:28 AM CDT

Dear Mr. Christopher Bufano:

This response email is for Petition for Waiver of Rule 11B-27.002 (4) Case#VAR2023-15. Florida Statute 120.542 (8) states, "An agency shall grant or deny a petition for variance or waiver within 90 days after receipt of the original petition, the last item of timely requested additional material, or the petitioner's written request to finish processing the petition. A petition not granted or denied within 90 days after receipt of a completed petition is deemed approved."

Case#VAR2023-15 needs to be corrected to be approved as per F.S. 120.542(8) because the 90-day deadline was not correctly applied in my case.

Thank you for your time and consideration.

Respectfully,

Theresa M. Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com

1124 Oyster Bay Drive
Milton, FL 32583

CorrectionTheresaShoemaker#VAR-2023-15.pdf
780.3 kB

EXHIBIT
30

CORRECTION Please

FILED
Florida Department of Law Enforcement
Agency Clerk
Clerk: Brittany Auclair
Date: 03/01/24
File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2024 at 8:30 a.m., in Lake Mary, Florida.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

> Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application or a rule would create a substantial hardship or would

violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Petitioner has failed to demonstrate that application of the aforementioned Rule in this matter would create a substantial economic, technological, legal, or other type of hardship and/or that the purpose of the underlying statute has or will be met by other means.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is DENIED. Approved

The Order is effective February 15, 2024.

DONE and ORDERED this 27th day of February, 2024.

Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of March, 2024.

Agency Clerk

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel

Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

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By Hand Delivery
Agency Clerk
Florida Dept. of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308
Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

VARIANCE 2023-15

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 VIA EMAIL DAILEY2020@AOL.COM

RE: PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.12(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: APRIL 12, 2024

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Training Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an



agency, thereby allowing analysis of an officers aptitude in critical skill and abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence of it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing of the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On August 20, 2018 I enrolled at NW FL Training Center. On October 7, 2018 was diagnosed with head injury at Eglin AFB, ER which was sustained from defensive tactics exercise during training. On October 10, 2018 Hurricane Michael Category 5 caused me to evacuate the area and withdraw from this program.
2. On October 9, 2019 I enrolled at George Stone Training Center. I broke my left elbow on February 20,2020 during training. Due to COVID restrictions on surgeries, my surgery was severely delayed until July 27, 2020. I then underwent 7 months of physical therapy before being medically cleared by Dr. Raymond Noellert on February 11, 2021.
3. Following elbow surgery and physical therapy, I had to reenroll in three courses: FireArms, Defensive Tactics, and Vehicle Operations Driving Course. It was very difficult to find openings for all 3 classes because they were either full or unavailable. I graduated from George Stone Training Center on March 7, 2022.
4. Three days after graduating I was involved on March 10, 2022 in a serious car accident sustaining multiple injuries. These injuries were a closed head injury and oral surgery on July 6, 2022. I had surgery on Dec 13, 2022. I was rear ended at a stop light and my truck was declared a total loss. I had a brain MRI on April 1, 2024 and I'm under a neurologist's care.
5. On August 12, 2022 I successfully passed the State Officer Certification Examination overcoming the above substantial personal hardships.

I'm still under a Dentist and Doctor's care after this car accident. I'm asking the Commission for an extension of my Law Enforcement Certification to find employment. I'm in the beginning stages of applying in Santa Rosa County, FL and Florida Highway Patrol. All agencies are undermanned, and I believe I will obtain employment. I'm an honorably discharged USAF veteran with a degree in Legal Studies.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa Shoemaker Variance 2023-15

From: dailey2020@aol.com (dailey2020@aol.com)

To: christopherbufano@fdle.state.fl.us

Date: Friday, April 12, 2024 at 01:58 PM CDT

Hello Mr. Bufano:

I would like to request to attend the hearing on May 14, 2024 for Variance 2023-15. I will need all information of where it's located and if I need to attend. I'm in the process of possibly hiring an attorney to assist with this variance.

I'm in the process of obtaining employment in Santa Rosa County, FL to various agencies in the area and applying to Florida Highway Patrol. I'm in the beginning stages of applying but, believe with all agencies severely undermanned I can obtain employment if this variance is granted.

Thank you for returning my call greatly appreciate your assistance please let me know if I can provide additional information.

Respectfully,

Theresa Shoemaker
850-225-3249
Dailey2020@aol.com

1124 Oyster Bay Drive
Milton, FL 32583

TheresaMarieShoemaker4_12_2024FDLEVariance.pdf
1.1 MB

EXHIBIT
32

RE: F.S. 120.542 (Paragraph 7)Theresa Shoemaker Variance 2023-15

From: Bufano, Christopher (christopherbufano@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Wednesday, April 17, 2024 at 03:54 PM CDT

Ms. Shoemaker,

Thank you for the email and information. I will review and get back to you sometime this week.

Chris Bufano
Deputy General Counsel
Florida Department of Law Enforcement
Phone: (850) 410-7676
Fax: (850) 410-7699

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Wednesday, April 17, 2024 9:27 AM
To: Bufano, Christopher <ChristopherBufano@fdle.state.fl.us>
Subject: F.S. 120.542 (Paragraph 7)Theresa Shoemaker Variance 2023-15

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good Morning Mr. Bufano:

Please review F.S. 120.542 (7) this is the paragraph that was not followed in my case.

If I can provide additional information, please contact (850)225-3249 or email Dailey2020@aol.com.

Thank you,

Theresa Shoemaker

(850)225-3249 Cell
Dailey2020@aol.com

EXHIBIT 33

1124 Oyster Bay Drive Milton, FL 32583.

RE: Theresa Shoemaker (850)225-3249

From: Bufano, Christopher (christopherbufano@fdle.state.fl.us)

To: dailey2020@aol.com

Cc: TerryBaker@fdle.state.fl.us

Date: Tuesday, April 23, 2024 at 12:51 PM CDT

Ms. Shoemaker,

Per our conversation, FDLE/CJSTC is amending your Waiver Order and your October 9, 2023 petition requesting a waiver of Rule 11B-27.002(4) until October 9, 2024 has been deemed granted.

We will be sending you the amended order shortly. In addition should any agency need clarification from us they can contact me or Terry Baker at (850) 410-8688.

In addition, please confirm by return email that you wish to withdraw your current waiver petition at this time.

Thanks again and best of luck,

Chris Bufano
Deputy General Counsel
Florida Department of Law Enforcement
Phone: (850) 410-7676
Fax: (850) 410-7699

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Tuesday, April 23, 2024 10:27 AM
To: Bufano, Christopher <ChristopherBufano@fdle.state.fl.us>
Subject: Re: Theresa Shoemaker (850)225-3249

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good Morning: Here is a photo of my broken elbow during Covid again, I have any photos or medical records as evidence should you need it.

I can call you or you can call me this afternoon whatever is more convenient for you. Again, thank you for your help I promise you I never wanted to break my elbow or be in a bad car accident to get an extension of time.

Thank you,

EXHIBIT 34

Theresa Shoemaker

(850)225-3249

Dailey2020@aol.com

On Tuesday, April 23, 2024 at 08:02:05 AM CDT, Bufano, Christopher <christopherbufano@fdle.state.fl.us> wrote:

Good Morning,

Do you have time to talk today?

Chris Bufano

Deputy General Counsel

Florida Department of Law Enforcement

Phone: (850) 410-7676

Fax: (850) 410-7699

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Monday, April 22, 2024 2:20 PM
To: Bufano, Christopher <ChristopherBufano@fdle.state.fl.us>
Subject: Theresa Shoemaker (850)225-3249

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Hello Mr. Bufano:

I'm available this afternoon if you can please call at your convenience (850)225-3249.

Thank you,

Theresa Shoemaker

(850)225-3249

Dailey2020@aol.com

Theresa Shoemaker

From: dailey2020@aol.com (dailey2020@aol.com)

To: christopherbufano@fdle.state.fl.us; terrybaker@fdle.state.fl.us

Date: Tuesday, April 23, 2024 at 01:04 PM CDT

Hello Mr. Bufano & Mr. Baker:

Thank you for helping me greatly appreciate everything.

Yes, I would like to withdraw my current waiver petition at this time.

Thank you,

Theresa Shoemaker
(850)225-3249 Cell
Dailey2020@aol.com

1124 Oyster Bay Drive Milton, FL 32583

EXHIBIT 35

FILED
Florida Department of Law Enforcement
Agency Clerk

Clerk: Brittany Auclair

Date: 5/1/24

File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

AMENDED FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2023 at 8:30 a.m., in Lake Mary, Florida.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

   Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means

EXHIBIT
36

by the person and when application or a rule would create a substantial hardship or would violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Pursuant to Section 120.542(8), F.S., a petition not granted or denied within 90 days after receipt of a completed petition is deemed approved. Petitioner Submitted her petition more than 90 days prior to the Commission's original Order Denying the petition. As such, the Commission hereby amends the original Final Order.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is GRANTED until October 9, 2024, as requested in the petition.

The Order is effective February 15, 2024.

DONE and ORDERED this 1st day of May, 2024.

_____
Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of May, 2024.

_____
Agency Clerk

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel
Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

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P.O. Box 1489
Tallahassee, FL 32302
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By Hand Delivery
Agency Clerk
Florida Dept. of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308
Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

Profile Request

From: atms@fdle.state.fl.us

To: dailey2020@aol.com

Date: Wednesday, May 24, 2023 at 04:47 PM CDT

Dear Theresa Shoemaker:

As per your request, a copy of your Global Profile Sheet is attached. Please review "Understanding My Global Profile Sheet" to assist you with interpreting the information.

This mailbox is not monitored so please do not respond to this message. Contact the Officer Records Section at 850-410-8600 if you have questions.

Sincerely,

Officer Records
Criminal Justice Professionalism Division

Theresa_Shoemaker.pdf
7.1 kB

EXHIBIT
37

Florida Department of Law Enforcement

Global Profile Sheet

Name:	Theresa M Shoemaker				
Race:	Na	Sex:	F	Education:	High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	8/3/2022	39	Fail	
LE	8/12/2022	65	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	01/22/2018	07LE1	Industrial/organizational Solutions	Pass	01/22/2022

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

Theresa M. Shoemaker

From: CJP Standards Records (cjpstandardsrecords@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Friday, September 6, 2024 at 11:47 AM CDT

Good afternoon Ms. Shoemaker,

Please submit the waiver information that Mr. Chris Bufano sent to your email. Once you submit the paperwork, then we could move forward from there.

Thank you!

Officer Records
(850) 410-8600



EXHIBIT
39

Fwd: Amended Waiver Order Theresa Shoemaker

From: THERESA SHOEMAKER (dailey2020@aol.com)

To: cjpstandardsrecords@fdle.state.fl.us

Date: Friday, September 6, 2024 at 12:17 PM CDT

Begin forwarded message:

From: "Bufano, Christopher" <ChristopherBufano@fdle.state.fl.us>
Date: May 1, 2024 at 1:27:32 PM CDT
To: Dailey2020@aol.com
Subject: Amended Waiver Order

Dear Ms. Shoemaker,

Please see the attached Amended Waiver Order granting your waiver request until October 9, 2024. Please contact me with any questions.

Chris Bufano
Deputy General Counsel
Florida Department of Law Enforcement
Phone: (850) 410-7676
Fax: (850) 410-7699

SP-HQ-OED0824050114220.pdf
113.6 kB

EXHIBIT 39

RE: Amended Waiver Order Theresa Shoemaker

From: CJP Standards Records (cjpstandardsrecords@fdle.state.fl.us)

To: dailey2020@aol.com; cjpstandardsrecords@fdle.state.fl.us

Date: Friday, September 6, 2024 at 12:51 PM CDT

Thank you, Ms. Shoemaker. Did you provide the agency a copy of your waiver?

From: THERESA SHOEMAKER <dailey2020@aol.com>
Sent: Friday, September 6, 2024 1:17 PM
To: CJP Standards Records <cjpstandardsrecords@fdle.state.fl.us>
Subject: Fwd: Amended Waiver Order Theresa Shoemaker

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Begin forwarded message:

From: "Bufano, Christopher" <ChristopherBufano@fdle.state.fl.us>
Date: May 1, 2024 at 1:27:32 PM CDT
To: Dailey2020@aol.com
Subject: Amended Waiver Order

Dear Ms. Shoemaker,

Please see the attached Amended Waiver Order granting your waiver request until October 9, 2024. Please contact me with any questions.

Chris Bufano

Deputy General Counsel

Florida Department of Law Enforcement

Phone: (850) 410-7676

Fax: (850) 410-7699



RE: Amended Waiver Order Theresa Shoemaker

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To: dailey2020@aol.com; cjpstandardsrecords@fdle.state.fl.us

Date: Friday, September 6, 2024 at 12:51 PM CDT

Thank you, Ms. Shoemaker. Did you provide the agency a copy of your waiver?

From: THERESA SHOEMAKER <dailey2020@aol.com>
Sent: Friday, September 6, 2024 1:17 PM
To: CJP Standards Records <cjpstandardsrecords@fdle.state.fl.us>
Subject: Fwd: Amended Waiver Order Theresa Shoemaker

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Begin forwarded message:

From: "Bufano, Christopher" <ChristopherBufano@fdle.state.fl.us>
Date: May 1, 2024 at 1:27:32 PM CDT
To: Dailey2020@aol.com
Subject: Amended Waiver Order

Dear Ms. Shoemaker,

Please see the attached Amended Waiver Order granting your waiver request until October 9, 2024. Please contact me with any questions.

Chris Bufano

Deputy General Counsel

Florida Department of Law Enforcement

Phone: (850) 410-7676

Fax: (850) 410-7699

EXHIBIT

Profile Request

From: atms@fdle.state.fl.us

To: dailey2020@aol.com

Date: Monday, September 9, 2024 at 05:11 PM CDT

Dear Theresa Shoemaker:

As per your request, a copy of your Global Profile Sheet is attached. Please review "Understanding My Global Profile Sheet" to assist you with interpreting the information.

This mailbox is not monitored so please do not respond to this message. Contact the Officer Records Section at 850-410-8600 if you have questions.

Sincerely,

Officer Records
Criminal Justice Professionalism Division



Theresa_Shoemaker.pdf
7.1 kB



Florida Department of Law Enforcement

Global Profile Sheet

Name:	Theresa M Shoemaker		
Race:	Na	Sex: F	Education: High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	8/3/2022	39	Fail	
LE	8/12/2022	65	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	01/22/2018	07LE1	Industrial/organizational Solutions	Pass	01/22/2022

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

FAX COVER SHEET FOR THE OFFICE OF THE GENERAL COUNSEL FLORIDA DEPT OF LAW ENFORCEMENT

FROM THERESA MARIE SHOEMAKER

OF PAGES INCLUDING COVER SHEET = 11 VIA FAX (850)410-7699

OCTOBER 8, 2024 @ 8:15p.m Central Time



Last Transaction

Date	Time	Type	Station ID	Duration	Pages	Result
				Digital Fax		
Oct 08	8:15pm	Fax Sent	18504107699	7:27 N/A	11	OK

VARIANCE 2023-15

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 VIA EMAIL DAILEY2020@AOL.COM & VIA FAX 850-410-7699

RE: PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.1 2(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 8, 2024

OFFICE OF THE GENERAL COUNSEL:

I, Theresa Marie Shoemaker, petitioner, a graduate of George Stone Training Center respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4) and Florida Law Implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, the requirement of obtaining employment of appointment within four years of beginning of basic recruit academy, which states: (4)(a) Within four years of beginning date of a commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an

agency, thereby allowing analysis of an officers aptitude in critical skill and abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence to it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On May 1, 2024 I received FDLE approval of variance 2023-15 with expiration date of October 9, 2024. I'm requesting an extension of 1 year from when I received approval of Variance 2023-15 which would be May 1, 2025. This would allow fair and equal opportunity because my original variance took 6 months to approve when the deadline for approval was 3 months. This variance has some errors in the dates. (ATTACHMENT 1)
2. When I contacted officer records on September 6th, 2024, unfortunately this FDLE waiver was never updated in my record. (ATTACHMENT 2)
3. I have applied to various law enforcement agencies such as Pinellas County Florida Sheriff and Florida Highway Patrol.
4. Due to Governor DeSantis Executive Order Number 24-215 because of impending Category 5 Hurricane Milton I had to mandatory evacuate from Pinellas County, FL. A family home located at 106 23rd Avenue St. Pete Beach, FL 33706 sustained substantial damage from Hurricane Helene. Because of Hurricane's Helene and Milton I will need more time to complete the Pinellas County, Florida Sheriff employment process. (ATTACHMENT 3)
5. I have an application with Florida Highway Patrol and have passed the polygraph exam and have a scheduled psychological exam on October 24th, 2024 at 8:00 a.m. (ATTACHMENT 4)

All agencies are undermanned, and I believe I will obtain employment. I'm an honorably discharged USAF veteran with a Bachelor of Art degree in Legal

Studies. I'm sure Florida Highway Patrol and Pinellas County Florida Sheriff's office has unfortunately been affected by Hurricane Helene and Hurricane Milton. Due to these two hurricanes, they have slowed their hiring process.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker

ATTACHMENTS:

1. Amended Final Order Case No. VAR-2023-15 (3 Pages)
2. Email dated Sept 6, 2024 FDLE Records (1 Page)
3. State of Florida Executive Order#24-215 (2 Pages)
4. Florida Highway Patrol Psychological Exam (1 Page)

FILED
Florida Department of Law Enforcement
Agency Clerk

Clerk: Brittany Auclair

Date: 5/1/24

File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

AMENDED FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2023 at 8:30 a.m., in Lake Mary, Florida. change 2024

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

   Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means

Page 1
Attachment 1

by the person and when application or a rule would create a substantial hardship or would violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Pursuant to Section 120.542(8), F.S., a petition not granted or denied within 90 days after receipt of a completed petition is deemed approved. Petitioner Submitted her petition more than 90 days prior to the Commission's original Order Denying the petition. As such, the Commission hereby amends the original Final Order.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

change

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is GRANTED until October 9, 2024 as requested in the petition.

May 1, 2025

The Order is effective February 15, 2024.

DONE and ORDERED this 1st day of May, 2024.

Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of May, 2024.

Agency Clerk

Attachment 1
Page 5

Word 1 Page 2

Yours

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel
Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

By Mail or Facsimile
Agency Clerk
Florida Dept. of Law Enforcement
P.O. Box 1489
Tallahassee, FL 32302
Facsimile: (850) 410-7699

By Hand Delivery
Agency Clerk
Florida Dept. of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308
Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

Attachment 1
Page 3

Theresa M. Shoemaker

From: CJP Standards Records (cjpstandardsrecords@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Friday, September 6, 2024 at 11:47 AM CDT

Good afternoon Ms. Shoemaker,

Please submit the waiver information that Mr. Chris Bufano sent to your email. Once you submit the paperwork, then we could move forward from there.

Thank you!

Officer Records
(850) 410-8600

Attachment 2

STATE OF FLORIDA

OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NUMBER 24-215

(Emergency Management – Amending Executive Order 24-214 – Tropical Storm Milton)

WHEREAS, on October 5, 2024, I issued Executive Order 24-214, declaring a state of emergency for thirty-five counties across the State of Florida due to the dangers presented by Tropical Storm Milton; and

WHEREAS, on October 6, 2024, Tropical Storm Milton continues to strengthen, and is forecast to undergo significant to rapid intensification over the next seventy two hours as it moves eastward over the central and eastern Gulf of Mexico; and

WHEREAS, the forecast indicates that Tropical Storm Milton will be at or near a catastrophic major hurricane upon landfall along the Florida West Coast, accompanied by life-threatening storm surge and severe wind gusts for the Florida Gulf Coast; and

WHEREAS, an amendment to Executive Order 24-214 is necessary because recovery efforts and those affected by this disaster require the continued support of the State of Florida; and

WHEREAS, as Governor of Florida, I am responsible to meet the dangers presented to the State of Florida and its people by this emergency.

NOW, THEREFORE, I, RON DESANTIS, as Governor of Florida, by virtue of the authority vested in me by Article IV, Section 1(a) of the Florida Constitution and by the Florida Emergency Management Act, as amended, and all other applicable laws, promulgate the following Executive Order, to take immediate effect:

Section 1. Section 1 of Executive Order 24-214 is amended to read as follows:

Page 1

Page 3
Attachment 4

Because of the foregoing conditions, which are projected to constitute a major disaster, I declare that a state of emergency exists in Alachua, Baker, Bradford, Brevard, Broward, Charlotte, Citrus, Clay, Collier, Columbia, DeSoto, Dixie, Duval, Flagler, Gilchrist, Glades, Hamilton, Hardee, Hendry, Hernando, Highlands, Hillsborough, Indian River, Lafayette, Lake, Lee, Levy, Madison, Manatee, Marion, Martin, Miami-Dade, Monroe, Nassau, Okeechobee, Orange, Osceola, Palm Beach, Pasco, Pinellas, Polk, Putnam, Sarasota, Seminole, St. Johns, St. Lucie, Sumter, Suwanee, Taylor, Union, and Volusia counties.

Section 2. Except as amended herein, Executive Order 24-214 is ratified and reaffirmed.

Section 3. This Executive Order is effective immediately and shall expire upon the expiration of Executive Order 24-214.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Florida to be affixed, at Tallahassee, this 6th day of October, 2024.

RON DESANTIS, GOVERNOR

ATTEST:

SECRETARY OF STATE

page 2.

Attachment 4

Page 5

Attachment 4

FHP: Psychological Evaluation Invitation for ATS

From: Florida Highway Patrol (FHP) (ats-noreply@flhsmv.gov)

To: dailey2020@aol.com

Cc: FHP-ATS@flhsmv.gov

Date: Tuesday, September 17, 2024 at 07:43 AM CDT

Florida Highway Patrol (FHP)

Dear **Theresa Shoemaker**,

Your application will be moving to the Psychological stage. This will be a Remote/Virtual Appointment with **Brady Lee Hudson, Ph.D. (Address: 2704 Apalachee Parkway,Tallahassee,Florida,32301)**. Your appointment will be on **10-24-24 8:00 AM Eastern Time.** You will receive another email from the Doctor's Office with further instructions. Email the doctor's office at blhudsonphd@gmail.com with any questions regarding your appointment. Below is some important information so please take the time to read everything.

At the initiation of the evaluation, you will be presented with specific instructions for completing the evaluation. You will also be required to sign a consent form indicating your understanding and agreement to undergo the evaluation. Your ability and willingness to follow all instructions is very important and considered part of the overall evaluation. The evaluation itself typically takes about 3-6 hours to complete depending on how fast you read and your test-taking style. How quickly or slowly you finish the evaluation has no impact on how well you may do on the evaluation. The evaluation process consists of completing self-administered personal background questionnaires, standardized personality instruments and a brief problem-solving instrument administered by a testing assistant. The last step involves an interview with a licensed psychologist who is trained in public safety selection.

There is really no way to study for or "outsmart" the evaluation. There are also no "trick" questions on the evaluation and we would recommend that you approach the evaluation in a forthright and honest manner. Getting a good night's sleep and eating a nutritious breakfast is a good way to prepare yourself for the evaluation.

Thank You,
Background, Recruitment and Selection Office
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
www.BeATrooper.com
Email: BeATrooper@flhsmv.gov

This email originated from a Florida Department of Highway Safety and Motor Vehicles email address.
Always use caution when clicking links or opening attachments unless you recognize the sender and know the content is safe.
Please Note: Florida has very broad public records laws. Unless a statutory exemption applies, emails are subject to public disclosure.
This email has been scanned by the Symantec Email Security.cloud service.

Attachment 3

AGENDA ITEM: 4B AMENDED

Request for Variance or Waiver: Request for a Temporary Waiver of Rule 11B-27.002(4)), F.A.C., by Theresa M. Shoemaker

ISSUE

This agenda item is presented to the Commission by Theresa M. Shoemaker, to request a temporary waiver of Rule 11B-27.002(4)(a), F.A.C.

EXECUTIVE SUMMARY

1. Petitioner is seeking a waiver of Rule 11B-27.002(4) and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer. Petitioner requests a waiver of the rule until May 1, 2025.

2. Petitioner cites personal challenges related to Hurricanes Helene and Milton as justification for the request.

3. Petitioner began basic recruit training on October 9, 2019, and completed the course on March 7, 2022.

4. Petitioner has previously requested a similar waiver. Petitioner submitted a waiver that was received by the Commission on October 18, 2023, for a variance of the same rule provision. The petition was heard by the Commission in February 2024 and was denied. However, an Amended Final Order was filed approving the request for waiver because the original request was not heard within 90 days of submission, therefore the Commission lacked jurisdiction to deny the request.

5. Petitioner has not provided current information regarding agency support.

RECOMMENDATION(S): Commission staff recommends that the Commission DENY the petition for a permanent waiver of Rule 11B-27.002(4)(a), F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Ms. Shoemaker's request for a waiver of Rule 11B-27.002(4)(a), F.A.C. until May 1, 2025, shall not be granted and she will not be eligible to become a certified law enforcement officer.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Ms. Shoemaker's request for a waiver of Rule 11B-27.002(4)(a), F.A.C., shall be granted and she shall have until May 1, 2025, to gain employment and certification as a law enforcement officer.



SUPPORTING INFORMATION

1. Rule 11B-27.002(4)(a), F.A.C., Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers, **page 2**.
2. Section 120.542, F.S., Variances and Waivers, **page 2**.
3. Petition for Waiver of Rule 11B-27.002(4)(a), F.A.C., by Theresa M. Shoemaker., **pages 3 – 13**.
4. Global Profile Sheet for Theresa M. Shoemaker, **pages 14 – 15.**
5. Florida Highway Safety and Motor Vehicles correspondence, **page 16.** (Addendum)
6. Clay County Sheriff's Office email correspondence, **pages 17 – 18.** (Addendum)
7. Florida Administrative Registry Notice, **page 19**.
8. Notice of Hearing, **page 20**.

11B-27.002; Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History–New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23.

Section 120.542, F.S., Variances and Waivers, mandates threshold proofs and notice provisions for variances and waivers from agency rules. Subsection (2) of this statute states:

Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application of a rule would create a substantial hardship or would violate principles of fairness. For purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly different from the way it affects other similarly situated persons who are subject to the rule.
History.—s. 12, ch. 96-159; s. 5, ch. 97-176; s. 37, ch. 2010-102; s. 5, ch. 2013-14.

VARIANCE 2023-15

TO: THE OFFICE OF THE GENERAL COUNSEL
FLORIDA DEPARTMENT OF LAW ENFORCEMENT

FROM: THERESA MARIE SHOEMAKER 1124 OYSTER BAY DRIVE MILTON, FL 32583 VIA EMAIL DAILEY2020@AOL.COM & VIA FAX 850-410-7699

RE: PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE (11B-27.002(4) AND FLORIDA LAW IMPLEMENT CITATION 943.1 2(3), 943.13, 943.133, 943.139 AND 943.1395

DATE: OCTOBER 8, 2024

OFFICE OF THE GENERAL COUNSEL:

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(b)An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment comply with the following:
1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to rule 11B-35.002, F.A.C., OR QUALIFY FOR AN EXEMPTION FROM A Commission-approved Basic Recruit Training Program, pursuant to section 943.131(2), F.S., to include demonstration of proficiency in High-Liability Basic Recruit Course pursuant to rule 11B-35.0024, F.A.C., and
2. Achieve a passing score on the State Officer Certification Examination. Rule 11b-27.002(4) implements 943.131(2), F.S. to ensure all certified law enforcement officers in the state are adequately trained and certified and within a reasonable time period of four years gain appointment with an

agency, thereby allowing analysis of an officers aptitude in critical skill and abilities required for safe, competent, effective public service, as it would be subject to agency & state acceptance standards of proficiency.
As a graduate of a Commission-approved Basic Recruit Training Program and a law-abiding citizen in the State of Florida. I understand the necessity of such a rule and believe I'm able to demonstrate compliant adherence to it.

The purpose of the underlying statutes are to ensure that all certified officers in the state of Florida are adequately trained in accordance with Florida Department of Law Enforcement and Criminal Justice Standards and Training requirements. I believe I have fulfilled these requirements of the statutes by demonstrating successfully passing the State Officer Certification Examination, and once employed with a Law Enforcement Agency they will provide additional routine refresher training to me.

BRIEF SUMMARY OF CHRONLOGY OF EVENTS

1. On May 1, 2024 I received FDLE approval of variance 2023-15 with expiration date of October 9, 2024. I'm requesting an extension of 1 year from when I received approval of Variance 2023-15 which would be May 1, 2025. This would allow fair and equal opportunity because my original variance took 6 months to approve when the deadline for approval was 3 months. This variance has some errors in the dates. (ATTACHMENT 1)
2. When I contacted officer records on September 6th, 2024, unfortunately this FDLE waiver was never updated in my record. (ATTACHMENT 2)
3. I have applied to various law enforcement agencies such as Pinellas County Florida Sheriff and Florida Highway Patrol.
4. Due to Governor DeSantis Executive Order Number 24-215 because of impending Category 5 Hurricane Milton I had to mandatory evacuate from Pinellas County, FL. A family home located at 106 23rd Avenue St. Pete Beach, FL 33706 sustained substantial damage from Hurricane Helene. Because of Hurricane's Helene and Milton I will need more time to complete the Pinellas County, Florida Sheriff employment process. (ATTACHMENT 3)
5. I have an application with Florida Highway Patrol and have passed the polygraph exam and have a scheduled psychological exam on October 24th, 2024 at 8:00 a.m. (ATTACHMENT 4)

All agencies are undermanned, and I believe I will obtain employment. I'm an honorably discharged USAF veteran with a Bachelor of Art degree in Legal

Studies. I'm sure Florida Highway Patrol and Pinellas County Florida Sheriff's office has unfortunately been affected by Hurricane Helene and Hurricane Milton. Due to these two hurricanes, they have slowed their hiring process.

I respectfully request from the Commission a permanent waiver of rule 11B-27.002(4) and Florida law implement citation 943.12(3), 943.13, 943.133, 943.139 and 943.1395, which would allow me the opportunity to seek employment as a certified law enforcement officer.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,

Theresa M. Shoemaker

Theresa M. Shoemaker

ATTACHMENTS:

1. Amended Final Order Case No. VAR-2023-15 (3 Pages)
2. Email dated Sept 6, 2024 FDLE Records (1 Page)
3. State of Florida Executive Order#24-215 (2 Pages)
4. Florida Highway Patrol Psychological Exam (1 Page)

FILED
Florida Department of Law Enforcement
Agency Clerk
Clerk: Brittany Auclair
Date: 5/1/24
File #: VAR-2023-15

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

IN RE: PETITION FOR PERMANENT
WAIVER OF RULE 11B-27.002(4), F.A.C.
BY THERESA M. SHOEMAKER

CASE NO. VAR-2023-15

AMENDED FINAL ORDER

The Criminal Justice Standards and Training Commission ("Commission"), having considered the petition for permanent waiver of Rule 11B-27.002(4), F.A.C., at issue in this matter ("petition"), hereby issues this Final Order in accordance with § 120.542, Florida Statutes, and states:

PRELIMINARY STATEMENT

On October 18, 2023, Theresa M. Shoemaker, ("petitioner"), filed a petition for permanent waiver of Rule 11B-27.002(4), Florida Administrative Code ("F.A.C."). Notice of the Petition was published in the Florida Administrative Register, and the matter came before the Commission during the CJSTC Meeting on February 15, 2023 at 8:30 a.m., in Lake Mary, Florida. change 2024

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. The Commission has jurisdiction over this matter pursuant to Chapter 943, Florida Statutes.
2. Section 120.542(1), Florida Statutes, provides that "strict application of uniformly applicable rule requirements can lead to unreasonable, unfair, and unintended results in particular instances... Agencies are authorized to grant variances and waivers to requirements of their rules consistent with this section and with rules adopted under the authority of this section..."
3. Section 120.542(2), Florida Statutes, provides:

   Variances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means

by the person and when application or a rule would create a substantial hardship or would violate principles of fairness. For the purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly differently from the way it affects other similarly situated persons who are subject to the rule.

4. Pursuant to Section 120.542(8), F.S., a petition not granted or denied within 90 days after receipt of a completed petition is deemed approved. Petitioner Submitted her petition more than 90 days prior to the Commission's original Order Denying the petition. As such, the Commission hereby amends the original Final Order.

5. There is competent, substantial evidence to support these Conclusions of Law.

ORDER

change

Based on the foregoing findings of fact and conclusions of law, it is hereby ORDERED THAT:

The petition for permanent waiver of Rule 11B-27.002(4), F.A.C., is GRANTED until October 9, 2024 as requested in the petition.

May 1, 2025

The Order is effective February 15, 2024.

DONE and ORDERED this 1st day of May, 2024.

Sheriff Tommy Ford, Commission Chair
Criminal Justice Standards
And Training Commission

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been furnished by U.S. mail to Theresa M. Shoemaker at 1124 Oyster Bay Drive, Milton, Florida 32583 this 1st day of May, 2024.

Agency Clerk

Copy furnished to:
Christopher D. Bufano, Assistant General Counsel
Office of the General Counsel
Florida Department of Law Enforcement

NOTICE OF RIGHTS

A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING THE ORIGINAL NOTICE OF APPEAL WITH THE AGENCY CLERK FOR THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.** THE ORIGINAL NOTICE MAY BE FILED AS FOLLOWS:

By Mail or Facsimile	By Hand Delivery
Agency Clerk	Agency Clerk
Florida Dept. of Law Enforcement	Florida Dept. of Law Enforcement
P.O. Box 1489	2331 Phillips Road
Tallahassee, FL 32302	Tallahassee, FL 32308
Facsimile: (850) 410-7699	Telephone: (850) 410-7676

A COPY OF THE NOTICE OF APPEAL, ACCOMPANIED BY THE REQUISITE FILING FEES, MUST ALSO BE FILED WITH THE FIRST DISTRICT COURT OF APPEAL OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE A PARTY RESIDES **WITHIN THIRTY (30) DAYS AFTER THE FILING OF THE ORDER BEING APPEALED.**

Theresa M. Shoemaker

From: CJP Standards Records (cjpstandardsrecords@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Friday, September 6, 2024 at 11:47 AM CDT

Good afternoon Ms. Shoemaker,

Please submit the waiver information that Mr. Chris Bufano sent to your email. Once you submit the paperwork, then we could move forward from there.

Thank you!

Officer Records
(850) 410-8600

Attachment 2

STATE OF FLORIDA

OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NUMBER 24-215

(Emergency Management – Amending Executive Order 24-214 – Tropical Storm Milton)

WHEREAS, on October 5, 2024, I issued Executive Order 24-214, declaring a state of emergency for thirty-five counties across the State of Florida due to the dangers presented by Tropical Storm Milton; and

WHEREAS, on October 6, 2024, Tropical Storm Milton continues to strengthen, and is forecast to undergo significant to rapid intensification over the next seventy two hours as it moves eastward over the central and eastern Gulf of Mexico; and

WHEREAS, the forecast indicates that Tropical Storm Milton will be at or near a catastrophic major hurricane upon landfall along the Florida West Coast, accompanied by life-threatening storm surge and severe wind gusts for the Florida Gulf Coast; and

WHEREAS, an amendment to Executive Order 24-214 is necessary because recovery efforts and those affected by this disaster require the continued support of the State of Florida; and

WHEREAS, as Governor of Florida, I am responsible to meet the dangers presented to the State of Florida and its people by this emergency.

NOW, THEREFORE, I, RON DESANTIS, as Governor of Florida, by virtue of the authority vested in me by Article IV, Section 1(a) of the Florida Constitution and by the Florida Emergency Management Act, as amended, and all other applicable laws, promulgate the following Executive Order, to take immediate effect:

Section 1. Section 1 of Executive Order 24-214 is amended to read as follows:

Page 1

Because of the foregoing conditions, which are projected to constitute a major disaster, I declare that a state of emergency exists in Alachua, Baker, Bradford, Brevard, Broward, Charlotte, Citrus, Clay, Collier, Columbia, DeSoto, Dixie, Duval, Flagler, Gilchrist, Glades, Hamilton, Hardee, Hendry, Hernando, Highlands, Hillsborough, Indian River, Lafayette, Lake, Lee, Levy, Madison, Manatee, Marion, Martin, Miami-Dade, Monroe, Nassau, Okeechobee, Orange, Osceola, Palm Beach, Pasco, Pinellas, Polk, Putnam, Sarasota, Seminole, St. Johns, St. Lucie, Sumter, Suwanee, Taylor, Union, and Volusia counties.

Section 2. Except as amended herein, Executive Order 24-214 is ratified and reaffirmed.

Section 3. This Executive Order is effective immediately and shall expire upon the expiration of Executive Order 24-214.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Florida to be affixed, at Tallahassee, this 6th day of October, 2024.

RON DESANTIS, GOVERNOR

ATTEST:

SECRETARY OF STATE

Page 2
Attachment 4

FHP: Psychological Evaluation Invitation for ATS

From: Florida Highway Patrol (FHP) (ats-noreply@flhsmv.gov)

To: dailey2020@aol.com

Cc: FHP-ATS@flhsmv.gov

Date: Tuesday, September 17, 2024 at 07:43 AM CDT

Florida Highway Patrol (FHP)

Dear **Theresa Shoemaker,**

Your application will be moving to the Psychological stage. This will be a Remote/Virtual Appointment with **Brady Lee Hudson, Ph.D. (Address: 2704 Apalachee Parkway,Tallahassee,Florida,32301).** Your appointment will be on **10-24-24 8:00 AM Eastern Time.** You will receive another email from the Doctor's Office with further instructions. Email the doctor's office at blhudsonphd@gmail.com with any questions regarding your appointment. Below is some important Information so please take the time to read everything.

At the initiation of the evaluation, you will be presented with specific instructions for completing the evaluation. You will also be required to sign a consent form indicating your understanding and agreement to undergo the evaluation. Your ability and willingness to follow all instructions is very important and considered part of the overall evaluation. The evaluation itself typically takes about 3-6 hours to complete depending on how fast you read and your test-taking style. How quickly or slowly you finish the evaluation has no impact on how well you may do on the evaluation. The evaluation process consists of completing self-administered personal background questionnaires, standardized personality instruments and a brief problem-solving instrument administered by a testing assistant. The last step involves an interview with a licensed psychologist who is trained in public safety selection.

There is really no way to study for or "outsmart" the evaluation. There are also no "trick" questions on the evaluation and we would recommend that you approach the evaluation in a forthright and honest manner. Getting a good night's sleep and eating a nutritious breakfast is a good way to prepare yourself for the evaluation.

Thank You,
Background, Recruitment and Selection Office
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
www.BeATrooper.com
Email: BeATrooper@flhsmv.gov

This email originated from a Florida Department of Highway Safety and Motor Vehicles email address.
Always use caution when clicking links or opening attachments unless you recognize the sender and know the content is safe.
Please Note: Florida has very broad public records laws. Unless a statutory exemption applies, emails are subject to public disclosure.
This email has been scanned by the Symantec Email Security.cloud service.

Attachment 3

FAX COVER SHEET FOR THE OFFICE OF THE GENERAL COUNSEL FLORIDA DEPT OF LAW ENFORCEMENT

FROM THERESA MARIE SHOEMAKER

OF PAGES INCLUDING COVER SHEET = 11 VIA FAX (850)410-7699

OCTOBER 8, 2024 @ 8:15p.m Central Time

Florida Department of Law Enforcement

Global Profile Sheet

Name:	Theresa M Shoemaker		
Race:	Na	Sex: F	Education: High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	8/3/2022	39	Fail	
LE	8/12/2022	65	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	01/22/2018	07LE1	Industrial/organizational Solutions	Pass	01/22/2022

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

FLHSMV
FLORIDA HIGHWAY SAFETY AND MOTOR VEHICLES

Terry L. Rhodes
Executive Director

2900 Apalachee Parkway
Tallahassee, Florida 32399-0500
www.flhsmv.gov

Dear Applicant,

Your application for Law Enforcement Officer has been received by the Florida Highway Patrol's (FHP) Background, Recruitment and Selection Office. **This is a conditional offer of employment, but NOT A GUARANTEED JOB OFFER.** The conditions of employment are based upon a review of your application and successful completion of all of the following: credit analysis, polygraph examination, psychological screening, in-depth background investigation, passing score on the *Criminal Justice Basic Abilities Test (CJBAT), physical abilities test, physical examination, eye examination, fingerprinting and drug screening. Failure to successfully complete any of these requirements will result in your disqualification from the hiring process. An applicant must successfully complete each stage of the process in order to move to the next stage.

1. FHP will screen each application to ensure applicant meets minimum qualifications and has no automatic disqualifications
2. Credit check
3. Criminal Justice Basic Abilities Test *
4. Physical Abilities Test (upon recommendation from applicant's personal doctor)
5. Polygraph
6. Psychological Screening
7. Background Investigation
8. Medical, vision, fingerprinting and drug screening (at the expense of FHP)
9. Invitation to attend FHP Training Academy

* Scheduled by, and at the expense of the applicant. Former Florida-certified or out-of-state-certified officers may qualify for an exemption from the CJBAT. Any applicant with an associate degree or higher from an accredited college OR a U.S. veteran discharged or released under honorable conditions is exempt from the CJBAT.

We appreciate your interest in becoming one of Florida's Finest and wish you the best of luck!

Respectfully,

Captain Hugh Cutchen
Statewide Recruitment, Selection Commander
Background, Recruitment & Selection
Florida Highway Patrol
2900 Apalachee Parkway, MS 49
Tallahassee, Florida 32399
Recruiting Office: 850-617-2315
www.BeATrooper.com

Attachment #1

RE: Theresa Shoemaker Oct 9, 2024 deadline

From: Apply (apply@claysheriff.com)

To: dailey2020@aol.com

Date: Monday, September 23, 2024 at 08:58 AM CDT

Good morning,

Thank you for your interest in CCSO. After reviewing our current hiring timeline, we regret to inform you that we will not be moving forward with any new hires until after October.

We understand that your certification is set to expire before we are able to extend an offer. However, we encourage you to stay in touch and consider reapplying if your certification is renewed. *

We appreciate your interest and wish you the best in your future endeavors.

Thank you,

Danelle Hays 8576
Human Resources Specialist

Clay County Sheriff's Office
1845 Town Center Blvd.
Suite 515
Fleming Island Fl.
32003
Office: (904) 529-6095

Follow us on social media @ccsoff, download our mobile app or visit our website www.claysheriff.com

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Wednesday, September 4, 2024 2:50 PM
To: Apply <Apply@claysheriff.com>
Subject: Theresa Shoemaker Oct 9, 2024 deadline

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear HR Dept:

Re: Deputy Sheriff - FL Certified

From: dailey2020@aol.com (dailey2020@aol.com)

To: hr@claysheriff.com

Date: Tuesday, July 16, 2024 at 02:35 PM CDT

Dear Clay County, Florida Sheriff HR Dept:

I accept your conditional offer of employment. Thank you for your time and consideration.

Respectfully,

Theresa Shoemaker
(850)225-3249
Dailey2020@aol.com

On Tuesday, July 16, 2024 at 02:17:39 PM CDT, Clay County Sheriff's Office HR <info@governmentjobs.com> wrote:

July 16, 2024

Theresa Shoemaker
11124 Oyster Bay Drive
Milton, FL 32583

Dear Theresa:

The Clay County Sheriff's Office is pleased to extend a conditional offer of employment for the position of Deputy Sheriff - FL Certified. This offer contains contingent requirements provided below for your consideration. Please read this message in its entirety. Additionally, please ensure that any previous employment contracts with other agencies are expired, exhausted, or formally excused before accepting this offer.

Position Details:
Type: Full-time
Salary: $50,182.29 (This amount is negotiable based on verified experience.)
Probationary Period: One (1) year post Field Training/Evaluation Program

Please indicate your acceptance of this offer by replying with "I accept".

Please note: This conditional offer is an important step that begins our comprehensive screening process. It is not a final guarantee of employment. As a law enforcement agency, various factors including demonstration of exemplary moral character and integrity influence our final hiring decision. Although, our intentions are to have you join our team, you should maintain your current employment status until you receive a "Welcome Aboard" letter confirming an official start date.

Contingencies:
To ensure the highest standards in our team, the following steps are considered contingencies for employment. These contingencies form a critical part of your hiring package. Upon completion of all steps, the Sheriff (or designated representative) will review the totality of the information gathered to make a final hiring decision.

- Panel interview
- Physical Abilities Test (or BMST)
- Polygraph examination
- Comprehensive background investigation
- Psychological evaluation

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT
Criminal Justice Standards and Training Commission
RULE NO.: RULE TITLE:
11B-27.002 Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers
NOTICE IS HEREBY GIVEN that on October 14, 2024, the Department of Law Enforcement, received a petition for temporary waiver of paragraph 11B-27.002(4)(a), F.A.C., by Theresa Shoemaker. Petitioner is seeking a waiver of subsection 11B-27.002(4) and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer. Petitioner requests a waiver of the rule until May 1, 2025.
A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850) 410-7676.

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2024-10

Theresa M. Shoemaker
Petitioner.
_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on October 14, 2024, the Department of Law Enforcement, received a petition for a temporary waiver of Rule 11B-27.002(4) by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, October 31, 2024, at the Embassy Suites by Hilton Orlando Lake Buena Vista South, Kissimmee, Florida, 34746.

If you plan to attend the hearing, please call Bureau Chief Glen Hopkins at (850) 410-8660 or email GlenHopkins@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by electronic mail (email) to Theresa M. Shoemaker, at DAILEY2020@AOL.COM; on this 17th day of October 2024.

Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Deputy General Counsel Jeff Dambly.

RE: Theresa Marie Shoemaker Expiration Date

From: CJP Standards Records (cjpstandardsrecords@fdle.state.fl.us)

To: dailey2020@aol.com; cjpstandardsrecords@fdle.state.fl.us

Date: Thursday, January 22, 2026 at 01:07 PM CST

You were supposed to gain employment prior to 10/09/2023. It's four years from the date you start the academy. At which you started on 10/09/2019. Please see the attached Global Profile sheet.

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Thursday, January 22, 2026 1:38 PM
To: CJP Standards Records <cjpstandardsrecords@fdle.state.fl.us>
Subject: Re: Theresa Marie Shoemaker Expiration Date

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Yes please expiration date to gain employment.

On Thursday, January 22, 2026 at 12:46:06 PM EST, CJP Standards Records <cjpstandardsrecords@fdle.state.fl.us> wrote:

Are you asking what is your expiration date to gain employment? Because you do not currently have a certification. You have to be employed first, and then your employer applies for your certification.

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Thursday, January 22, 2026 11:59 AM
To: CJP Standards Records <cjpstandardsrecords@fdle.state.fl.us>
Subject: Theresa Marie Shoemaker Expiration Date

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Dear FDLE Shekera Adams:

EXHIBIT 45 1

I spoke to you a few months ago and you stated my expiration date was _____? Can you please email my expiration date?

My SSN[redacted]

Thank you,

Theresa Marie Shoemaker

1124 Oyster Bay Drive

Milton, FL 32583

(850)225-3249

Dailey2020@aol.com

Theresa M. Shoemaker GPS.pdf
7.1 kB

Florida Department of Law Enforcement

Global Profile Sheet

Name:	Theresa M Shoemaker	
Race: Na	Sex: F	Education: High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	8/3/2022	39	Fail	
LE	8/12/2022	65	Pass	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	01/22/2018	07LE1	Industrial/organizational Solutions	Pass	01/22/2022

EXHIBIT
Agenda Item 4B
46

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

RE: Theresa Shoemaker Oct 9, 2024 deadline

From: Apply (apply@claysheriff.com)

To: dailey2020@aol.com

Date: Monday, September 23, 2024 at 08:58 AM CDT

Good morning,

Thank you for your interest in CCSO. After reviewing our current hiring timeline, we regret to inform you that we will not be moving forward with any new hires until after October.

We understand that your certification is set to expire before we are able to extend an offer. However, we encourage you to stay in touch and consider reapplying if your certification is renewed.

We appreciate your interest and wish you the best in your future endeavors.

Thank you,

Danelle Hays 8576
Human Resources Specialist

Clay County Sheriff's Office
1845 Town Center Blvd.
Suite 515
Fleming Island Fl.
32003
Office: (904) 529-6095

Follow us on social media @ccsofl, download our mobile app or visit our website www.claysheriff.com

From: dailey2020@aol.com <dailey2020@aol.com>
Sent: Wednesday, September 4, 2024 2:50 PM
To: Apply <Apply@claysheriff.com>
Subject: Theresa Shoemaker Oct 9, 2024 deadline

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear HR Dept:

EXHIBIT 17

Theresa Shoemaker Date Extension to Variance 2023-15

From: dailey2020@aol.com (dailey2020@aol.com)

To: christopherbufano@fdle.state.fl.us

Date: Tuesday, October 8, 2024 at 08:33 PM CDT

Dear Mr. Christopher Bufano/Deputy General Counsel/FDLE:

Please see attached information requesting date extension to Variance 2023-15. I faxed this information to FDLE Agency Clerk Via Fax (850)410-7699 but, wanted you also to have it. Please call me if you have questions at 850-225-3249 or need additional information.

Thank you so much for your assistance greatly appreciated.

Respectfully,

Theresa Shoemaker
Cell 850-225-3249
Dailey2020@aol.com
Fax 850-983-8298

12PagesTheresaMShoemakerVariance.pdf
3.3 MB

EXHIBIT
48

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT

Criminal Justice Standards and Training Commission

RULE NO.: RULE TITLE:

11B-27.002 Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

NOTICE IS HEREBY GIVEN that on October 14, 2024, the Department of Law Enforcement, received a petition for temporary waiver of paragraph 11B-27.002(4)(a), F.A.C., by Theresa Shoemaker. Petitioner is seeking a waiver of subsection 11B-27.002(4) and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer. Petitioner requests a waiver of the rule until May 1, 2025. A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850) 410-7676.

EXHIBIT

49

Petition for Waiver - Notice of Hearing

From: Dambly, Jeff (jeffdambly@fdle.state.fl.us)

To: dailey2020@aol.com

Date: Monday, October 21, 2024 at 07:46 AM CDT

Ms. Shoemaker,

Please see the attached notice of hearing. You have a right to be there and be heard. Please let me know if you plan to attend and if you have received support from an agency.

Best Regards,

Jeff Dambly
Deputy General Counsel
Florida Department of Law Enforcement
P.O. Box 1489
Tallahassee, Florida 32302
(850) 410-7683 - office

AGI-4B-Shoemaker-Notice of Hearing.pdf
89.2 kB

EXHIBIT
50

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2024-10

Theresa M. Shoemaker
Petitioner.
_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on October 14, 2024, the Department of Law Enforcement, received a petition for a temporary waiver of Rule 11B-27.002(4) by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, October 31, 2024, at the Embassy Suites by Hilton Orlando Lake Buena Vista South, Kissimmee, Florida, 34746.

If you plan to attend the hearing, please call Bureau Chief Glen Hopkins at (850) 410-8660 or email GlenHopkins@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by electronic mail (email) to Theresa M. Shoemaker, at DAILEY2020@AOL.COM; on this 17th day of October 2024.

Glen W. Hopkins

Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Deputy General Counsel Jeff Dambly.

EXHIBIT
Agenda Item 4B 3 / 1

Theresa Shoemaker Variance 2024-10 Withdraw

From: dailey2020@aol.com (dailey2020@aol.com)

To: jeffdambly@fdle.state.fl.us; GlenHopkins@fdle.state.fl.us

Date: Sunday, October 27, 2024 at 02:07 PM CDT

Dear Mr. Dambly and Mr. Glen Hopkins:

Please withdraw Variance 2024-10.

Respectfully,

Theresa Shoemaker
850-225-3249
Dailey2020@aol.com

EXHIBIT

Agenda Item 4B 52 1

Florida Department of Law Enforcement
Commissioner Mark Glass
P.O. Box 1489
Tallahassee, Florida 32302-1489

Sept 5, 2025

To the Honorable FDLE Commissioner Glass,

As a veteran, I extend my gratitude for your service and the sacrifices you have made for our country. After retiring from the military, both my husband and I remain committed to continuing to serve our country. As a Christian, I am reminded that "Greater love has no one than this, than to lay down one's life for his friends." My heartfelt commitment to duty and service led me to seek certification as an officer and employment in the FDLE or Florida State Highway Patrol. To this end, I respectfully ask for your guidance and assistance in resolving a situation which has delayed these goals.

Similar to your service history, my husband Major John Shoemaker held various command positions before retiring after 26 years of military service; and currently, is a civilian contractor engaged in tasks and duties akin to his background and expertise in Special Operations. While serving in the military for nine years, I worked as a Military Justice Paralegal in the Office of the Staff Judge Advocate where I performed investigative duties, conducted legal research, prepared legal documents, and provided advice on military justice to Commanders. During this period, I worked with the Office of Special Investigations and managed complex officer cases including Article 15 investigations and Court-Martials presented to the Secretary of the Air Force. While active-duty, I participated in secondary duties which included assisting Florida's Brevard County Narcotics Unit Special Agent, Roy Dotson to solve drug related cases; and the Office of State Attorney, First Judicial Circuit of Florida in fraud cases afflicting military members in the community. (See attached Certificate of Discharge and resume) In July 1996, I received an Honorable Discharge from the Air Force.

After retiring, I attended the Fayetteville State University (3.7 GPA) and graduated with a Bachelor of Science degree in Psychology. In 2013, I graduated with honors from the University of West Florida and hold a Bachelor of Arts in Legal Studies Professional (3.6 GPA). On August 20, 2018, I enrolled at Northwest Florida State Training Center. Unfortunately, on October 07, 2018, I sustained a minor head injury during a defensive tactics training exercise at Eglin AFB. On October 10, 2018, I evacuated the area after Category 5 Hurricane Michael devastated the area, causing my withdrawal from the program. On October 09, 2019, I returned to the Escambia County area and enrolled in the George Stone Training Center. Four months later, I broke my elbow and Covid restrictions on medical procedures delayed my elbow surgery. On February 11, 2021, after completing seven months of physical therapy, I was medically cleared to resume my training but required to reenroll in three courses. Due to these classes being filled to their maximum occupancy, I ended up taking the

EXHIBIT

Defensive Driving Course at George Stone Training Center, and the remaining two courses Defensive Tactics and Firearms at the Northwest Florida State College Police Academy.

On March 07, 2022, I graduated from the George Stone Training Center and successfully completed the CMS Law Enforcement Basic Recruit Training with a 93% test average.
On August 12, 2022, I successfully passed the State Officer Certification Examination. In doing so, I successfully complied with multiple requirements set forth in 11B-27.002(4)(a), F.A.C.; namely, "Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification..." However, I was still required to complete the remaining requirements set forth in 11B-27.002(4)(a), F.A.C.; namely, "gain employment, and certification as an officer."

I was uncertain as to whether my original August 20, 2018 enrollment in NWFLC Training Center *or* my later October 09, 2019 enrollment at George Stone Training Center would serve as "the beginning date" of a Commission-approved Basic Recruit Training Program. This distinction was important in determining the four year term beginning and end date to complete the remaining requirements set forth in Florida Administrative Code, 11B-27.002(4)(a). On December 07, 2022, after speaking with FDLE General Counsel Christopher Bufano, I was advised to file my Petition for Waiver requesting a one year extension of time to "gain employment, and certification as an officer."

From December 07, 2022 until February 27, 2024 (over 14 months), I waited for a decision on my Petition for Waiver. On February 27, 2024, the Criminal Justice Standards and Training Commission issued a Final Order denying my Petition for Waiver in Case no. VAR2023-15. The Commission's decision was neither impartial nor consistent, and clearly in violation universal applied procedures and rules established in Florida Statutes, §120.542(8). On March 27, 2024, I made General Counsel Bufano aware of that my petition was not granted within 90 days of its receipt and therefore should have been deemed "approved." Two months later on May 01, 2024, the Commission finally issued an Amended Final Order approving my Petition for Waiver and correcting its Conclusion of Law; albeit the Findings of Fact which included the date of filing the Petition For Waiver and the date of the Commission's Hearing on the matter were still incorrect.

For *almost 17 months*, the FDLE and Commission's actions, or lack thereof, severely prejudiced my ability to be gainfully employed and certification as an officer. During the FDLE and Commission's extensive delays, I diligently searched for employment but was deterred by the Commission's prolonged delays during which time agencies incurred hiring freezes, extensive hurricane devastation, and experienced a car accident and the death of my father-in-law. The FDLE and Commission's adverse actions and delays impeded my diligent search for gainful employment and caused undue hardships, including the loss of conditional employment offers and substantial income.

Despite all of life's diversions, I managed to receive two offers of "conditioned employment" which were dependent upon the Commission granting my Petition for Waiver and extension of time; one of which was no longer available after the Commission's May 01, 2024 approval of my Petition for Waiver. On 06/30/2024, I filed an Application for Employment with the FHP. I have successfully

completed all requirements and tests for obtaining gainful employment in the Florida Highway Patrol and as of August 03, 2025 the status of my FHP application remains, "In Progress." My understanding is that my future employment is contingent upon two factors: my certification as an officer by the Commission; and funding which will be available on or about January 26, 2026.

Consequently, I have attached the following "Petitioner's Statement" which memorializes the facts and circumstances surrounding my previous request(s) to petition the Criminal Justice Standards and Training Commission for a permanent waiver. The statement's use of legal terms is a reflection of my paralegal background and is not meant to confer that I am seeking a litigious outcome. In writing my statement, I am simply illustrating my persistence in pursuing my dream of obtaining gainful employment and certification as an officer and clarifying the reasons for any delays in my employment.

My attached statement evinces the Commission's drawn out delays, in violation of statutory procedures and policies, directly caused my timely efforts to obtain employment to be hindered; and subjected my immediate employment to be further delayed by yearly budgetary limits and considerations. For the reasons therein, I am requesting assistance from your office so that I will neither be subjected to further delay or financial expenses, nor be obliged to repeat the training and requirements which I have previously complied with in a timely fashion.

In my quest to continue my commitment to duty and service, I respectfully request your assistance and guidance so that I can expedite my "in progress" employment application status and quickly secure employment with the Florida Highway Patrol.

Respectfully,

_____

Theresa M. Shoemaker
1124 Oyster Bay Drive, Milton, Fl. 32583
Dailey2020@aol.com

IDENTIFICATION PURPOSES — SAFEGUARD IT. BOOK 10 PAGE 987 — AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NO.
DAILEY THERESA MARIE	AIR FORCE – REG AF	[redacted]

4.a. GRADE, RATE OR RANK	4.b. PAY GRADE	5. DATE OF BIRTH (YYMMDD)	6. RESERVE OBLIG. TERM. DATE
SGT	E4	[redacted]	Year N/A / Month / Day

7.a. PLACE OF ENTRY INTO ACTIVE DUTY	7.b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)
Chicago IL	Griffith IN

8.a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND	8.b. STATION WHERE SEPARATED
45 SPACE (AFSPC)	PATRICK AFB FL

9. COMMAND TO WHICH TRANSFERRED	10. SGLI COVERAGE
	☐ None Amount: $ 200,000

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)

5J051 - Paralegal Journeyman, 9 years.

NORTH CAROLINA, LEE COUNTY
Presented for registration on the 30 day
of Jan 19 96 at 4:10 M.
recorded in Book 10 page 987
Nelhe W Thomas, Register of Deeds

12. RECORD OF SERVICE	Year(s)	Month(s)	Day(s)
a. Date Entered AD This Period	1987	Jun	03
b. Separation Date This Period	1996	Jul	15
c. Net Active Service This Period	09	01	13
d. Total Prior Active Service	00	00	00
e. Total Prior Inactive Service	00	11	29
f. Foreign Service	00	00	00
g. Sea Service	00	00	00
h. Effective Date of Pay Grade	1989	Nov	17

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)

Air Force Achievement Medal with 1 device, Air Force Commendation Medal, Air Force Longevity Service Award with 1 device, Air Force Training Ribbon, National Defense Service Medal, Small Arms Expert SEE REMARKS

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)

Basic Military Training, Jul 87; Noncommissioned Officer Preparatory Crse, Jan 90; Paralegal Specialist Crse, 247 hrs, Sep 92; Airman Leadership School, Feb 94. -NOTHING FOLLOWS-

15.a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM	Yes	No	15.b. HIGH SCHOOL GRADUATE OR EQUIVALENT	Yes	No	16. DAYS ACCRUED LEAVE PAID
		X		X		11.0

17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION — Yes ☐ No ☒

18. REMARKS

ITEM 13: Marksmanship Ribbon/Rifle, NCO Professional Military Education Ribbon with 1 device, Air Force Outstanding Unit Award, Air Force Good Conduct Medal with 2 devices. Member served 02 Aug 90 to 15 Jul 96 in support of Operation Desert Shield/Storm. Member has completed first full term of service. Copy 5 - Louisiana Claims Control Center, UCX/UCFE, PO Box 94246, Capital Stations, Baton Rouge LA 70804-9246. Copy 3 - Department of Veterans Affairs, Data Processing Center (214), 1615 E. Woodward St., Austin TX 78772. -NOTHING FOLLOWS-

Data herein are subject to computer matching within DoD or with other agencies for verification purposes and determining eligibility or compliance for Federal benefits.

19.a. MAILING ADDRESS AFTER SEPARATION (Include Zip Code)	19.b. NEAREST RELATIVE (Name and address - include Zip Code)
627 East Ridge Road Griffith IN 46319 TMD	David W. Dailey, Sr. Same as Item 19a
20. MEMBER REQUESTS COPY 6 BE SENT TO: IN DIR. OF VET AFFAIRS ☒ Yes ☐ No	22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) RICHARD RODRIGUEZ, SSGT, USAF NCOIC, RETIREMENTS
21. SIGNATURE OF MEMBER BEING SEPARATED Theresa M. Dailey	

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION	24. CHARACTER OF SERVICE (Include upgrades)	
DISCHARGE	HONORABLE	
25. SEPARATION AUTHORITY	26. SEPARATION CODE	27. REENTRY CODE
AFI 36-3208	KDB	4A
28. NARRATIVE REASON FOR SEPARATION		
HARDSHIP		
29. DATES OF TIME LOST DURING THIS PERIOD		30. MEMBER REQUESTS COPY 4
NONE		[initials]

DD Form 214, NOV 88, EG — Previous editions are obsolete. Generated by Dept of the Air Force PC-III — MEMBER-4

Theresa M. Shoemaker

1124 Oyster Bay Drive Milton, FL 32583 Cell (850)225-3249 Email Dailey2020@aol.com

SUMMARY OF EXPERIENCE

30+years of success and achievements in paralegal/real estate broker career. Graduate of George Stone Police Academy. Qualifications include 9 years of United States Air Force Honorable service. Military paralegal experience, flawlessly managed complex officer cases from Article 15 investigations and Court-Martials presented to the Secretary of the Air Force. Provided Prosecution/Defense service to more than 3,000 military members assigned to Patrick Air Force Base, FL. Worked with Office of Special Investigations, secondary duties while Active-Duty Military. Assisted Brevard County, FL Narcotics unit in solving drug related cases. Victim Advocate/Media Relations for high profile legal cases. Property Manager and represented purchase/sales of over five million dollars of real estate.

TRAINING AND CERTIFICATIONS Law Enforcement/Paralegal/Real Estate

George Stone Training Center, FL CMS Law Enforcement Basic Recruit Training (Graduate 2022) 93% test average and Northwest Training Center (2022) 4.0 GPA

FL Community Association Manager (2014), FL Real Estate Broker (2002) NC Real Estate Broker (2000)

Military Justice Paralegal and U.S. Air Force Court Reporter (1992)

SUMMARY OF CORPORATE EXPERIENCE

Property Manager/Paralegal/Broker/Owner for Ocean Walk Realty, LLC, 30 years managing and sales of rental properties. Military Justice Paralegal, Office of the Staff Judge Advocate, Patrick Air Force Base, FL. Responsible for trial docket, perform legal research, investigative duties, prepare/edit affidavits, provide advice on military justice to Commanders. Airfield Management, Base Operations Whiteman Air Force Base, MO. Process flight plans/aircraft movement, inform base support agencies via secondary crash net of in-flight/ground emergencies. Attended Santa Rosa County Sheriff's Office Citizen's Police Academy (10-week program) Diplomat; Assisted Distinguished visitors of North American Treaty Alliance, Defense College, Rome, Italy. Assisted multiple Office's of State Attorney's in Florida in cases affecting military members in the community.

EDUCATION

Bachelor of Arts Legal Studies Professional, from Univ West Florida, Pensacola, FL 3.6 GPA

Bachelor of Science Psychology, from Fayetteville State Univ, Fayetteville, NC 3.7 GPA

Associate in Science Paralegal, from Community College of the Air Force

University of St. Augustine, St. Augustine, FL. Doctorate Physical Therapy Student, 52 credit hours 3.6 GPA

HONORS

The National Dean's List, Phi Theta Honor Society Member, Air Force Airman Scholarship, Air Force Chief Master Sergeant Scholarship, Air Force Boot-Strap Scholarship, Patrick Air Force Base Athlete of the Year

9589 0710 5270 2935 0584 29

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$	$4.40
Extra Services & Fees (check box, add fee as appropriate)	
☐ Return Receipt (hardcopy)	$0.00
☐ Return Receipt (electronic)	$0.00
☐ Certified Mail Restricted Delivery	$0.00
☐ Adult Signature Required	$0.00
☐ Adult Signature Restricted Delivery	$
Postage	$11.00
$	
Total Postage and Fees	$20.70
$	

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09/05/2025

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Street and Apt. No., or PO Box No.: Commissioner Mark Glass
City, State, ZIP+4®: P.O. Box 1489 Tallahassee, FL 32302-1489

PS Form 3800, January 2023 PSN 7530-02-000-9047 See Reverse for Instructions

UNITED STATES POSTAL SERVICE.

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MILTON, FL 32570-9998
www.usps.com

09/05/2025 04:44 PM

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9589 0710 5270 2935 0584 29

TRACK STATUS OF ITEMS WITH THIS CODE
(UP TO 25 ITEMS)

TRACK STATUS BY TEXT MESSAGE
Send tracking number to 28777 (2USPS)
Standard message and data rates may apply

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PURCHASE DETAILS

Product	Qty	Unit Price	Price
Priority Mail® Flat Rate Env	1		$11.00
Tallahassee, FL 32302			
Flat Rate			
Expected Delivery Date			
Wed 09/10/2025			
Insurance			$0.00
Up to $100.00 included			
Certified Mail®			$5.30
Tracking #:			
9589 0710 5270 2935 0584 29			
Return Receipt			$4.40
Tracking #:			
9590 9402 9291 4295 8914 67			
Total			$20.70

Florida Department of Law Enforcement

Global Profile Sheet

Name:	**Theresa M Shoemaker**				
Race:	**Na**	Sex:	**F**	Education:	**High School**

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	**$0**	**$0**	**$0**

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	**8/3/2022**	**39**	**Fail**	
LE	**8/12/2022**	**65**	**Pass**	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	**01/22/2018**	**07LE1**	**Industrial/organizational Solutions**	**Pass**	**01/22/2022**

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
08/20/2018	04/29/2019	21-2018-2000-3	2018.07	BLE		Florida Law Enforcement Academy	I	801
10/09/2019	03/07/2022	70-2019-2000-5	2019.07	BLE		Florida Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	3/6/2022
Incident Command System (ICS)	3/6/2022

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT

Criminal Justice Standards and Training Commission RULE NO.: 11B-27.002, F.A.C. RULE TITLE: Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers.

NOTICE IS HEREBY GIVEN that on March 26, 2026, the Department of Law Enforcement received a petition for permanent waiver of rule 11B-27.002(4), F.A.C., by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850) 410-7676.

The petition will be heard by the Criminal Justice Standards and Training Commission at its business meeting scheduled for May 14, 2026, at 8:30 a.m. The meeting will be held at the Wyndham Grand Jupiter at Harbourside Place, 122 Soundings Avenue, Jupiter, Florida 33477.

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2026-6

Theresa M. Shoemaker,

Petitioner.
_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on March 26, 2026, the Department of Law Enforcement, received a petition for a permanent waiver of Rule 11B-27.002(4), F.A.C., by Theresa M. Shoemaker. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, May 14, 2026, at the Wyndham Grand Jupiter at Harbourside Place, 122 Soundings Avenue, Jupiter, Florida 33477.

If you plan to attend the hearing, please call Bureau Chief Glen Hopkins at (850) 410-8660 or email GlenHopkins@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by electronic mail (email) to Theresa M. Shoemaker at Dailey2020@aol.com, on this 17th day of April 2026.

Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism, Standards
and Training Services Division

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Attorney Supervisor Natalie Bielby.

AGENDA ITEM: 4C ADDENDUM

Request for Variance or Waiver: Request for a Permanent Waiver of Rule 11B-27.002(4), F.A.C., by William D. Gardner, Jr.

ISSUE

This agenda item is presented to the Commission by William D. Gardner, Jr., to request a permanent waiver of Rule 11B-27.002(4), F.A.C.

EXECUTIVE SUMMARY

1. Petitioner is seeking a permanent waiver of Rule 11B-27.002(4), F.A.C., and wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.
2. Petitioner began basic recruit training on January 19, 2022, and completed the course on June 17, 2022.
3. Petitioner cites to substantial hardship as he would need to complete another Basic Recruit Training Program to obtain employment as a Deputy Sheriff with the Clay County Sheriff's Office.
4. Petitioner has provided documentation evidencing agency support. Petitioner has an anticipated hire date of August 18, 2026, as a Deputy Sheriff with the Clay County Sheriff's Office.

RECOMMENDATION(S): Commission staff recommends that the Commission GRANT the petition for a waiver of Rule 11B-27.002(4), F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Mr. Gardner, Jr.'s request for a permanent waiver of Rule 11B-27.002(4), F.A.C., shall be granted and he shall have 90 days from the date of the final order to gain employment and certification as a law enforcement officer.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Mr. Gardner, Jr.'s request for a permanent waiver of Rule 11B-27.002(4), F.A.C., shall not be granted and he will not be eligible to become a certified law enforcement officer.

SUPPORTING INFORMATION

1. Rule 11B-27-002(4), F.A.C., Exemption from Basic Recruit Training, page 2.
2. Section 120.542, F.S., Variances and Waivers, page 2.
3. Petition for Waiver of Rule 11B-27.002(4), F.A.C., by William D. Gardner, Jr., pages 3-4.
4. Global Profile Sheet for William D. Gardner Jr., pages 5-6.
5. Letter of support from Clay County Sheriff's Office Director of Administration Joe Bucci, page 7.
6. Letter of recommendation from Clay County Court Judge Honorable Raymond Forbess, Jr., page 8.
7. Letter of recommendation from Clay County Schoiol Board District 1 Chairman Erin Skipper, page 9.
8. Florida Administrative Registry Notice, page 10.
9. Notice of Hearing, page 11.

11B-27.002(4) Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers

(4)(a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

(b) An individual who fails to comply with the requirements in paragraph (4)(a) of this rule section, for the discipline in which the training was completed, within four years of the date of beginning such training, shall as a condition for obtaining employment, comply with the following:

1. Successfully complete a Commission-approved Basic Recruit Training Program pursuant to Rule 11B-35.002, F.A.C., or qualify for an exemption from a Commission-approved Basic Recruit Training Program, pursuant to Section 943.131(2), F.S., to include demonstration of proficiency in the High-Liability Basic Recruit Training Courses pursuant to Rule 11B-35.0024, F.A.C.; and, if applicable, completion of the Special Operations Forces Training Program, pursuant to Rule 11B-35.009, F.A.C., and

2. Achieve a passing score on the State Officer Certification Examination.

Rulemaking Authority 943.03(4), 943.12(1) FS. Law Implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FS. History–New 10-6-82, Amended 4-26-84, 1-7-85, Formerly 11B-27.02, Amended 9-3-87, 3-29-89, 5-14-92, 12-13-92, 9-5-93, 1-19-94, 1-2-97, 7-7-99, 8-22-00, 7-29-01, 11-5-02, 11-30-04, 3-27-06, 3-21-07, 6-9-08, 6-3-10, 5-21-12, 3-13-13, 5-29-14, 7-29-15, 9-4-16, 9-14-17, 8-15-18, 7-9-19, 5-5-20, 5-20-21, 6-26-22, 8-30-23, 4-9-25.

Section 120.542, F.S., Variances and Waivers, mandates threshold proofs and notice provisions for variances and waivers from agency rules. Subsection (2) of this statute states:

ariances and waivers shall be granted when the person subject to the rule demonstrates that the purpose of the underlying statute will be or has been achieved by other means by the person and when application of a rule would create a substantial hardship or would violate principles of fairness. For purposes of this section, "substantial hardship" means a demonstrated economic, technological, legal, or other type of hardship to the person requesting the variance or waiver. For purposes of this section, "principles of fairness" are violated when the literal application of a rule affects a particular person in a manner significantly different from the way it affects other similarly situated persons who are subject to the rule.

History.—s. 12, ch. 96-159; s. 5, ch. 97-176; s. 37, ch. 2010-102; s. 5, ch. 2013-14.

PETITION FOR WAIVER OR VARIANCE OF FLORIDA ADMINISTRATIVE RULE 11B-27.002(4)

To: Florida Department of Law Enforcement
11 West Madison Street
Pepper Building, Room 680
Tallahassee, Florida 32399-1400

Date: Thursday, April 23, 2026

I, William D. Gardner, Jr., petitioner, a graduate of the Florida State College - Jacksonville, Florida Basic Recruit Class# 0122 do respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4); Certification, Employment or Appointment, Reactivation, and Terminating Employment of Officers, specific the rule states; (4)(a) Within four years of beginning date of a Commission-approved basic Recruit Training program an individual shall successfully complete the program, achieve a passing score on the applicable state officer Certification Examination, and gain employment, and certification as an officer.

The petitioner completed this course June 17, 2022 at F.S.C.J., but did not gain employment before the expiration date of January 20, 2026.

1. I, the petitioner am a Florida citizen:

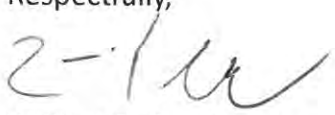
   William D. Gardner, Jr.
   1523 Fraser Road
   Green Cover Springs, Florida 32043
   Email: Will@Gardnerland.com
   Phone: (904) 760-2802

   I am now being considered for employment with the Clay County Sheriff's Office as a Deputy Sheriff.
2. I have achieved a passing score on the State Officer Certification Examination in June 2022.
3. Due to personal and business reasons, (C.E.O. of W. Gardner, LLC), which is a site development company in north Florida, I was delayed in applying to any Florida law enforcement agency. W. Gardner, LLC has been running on it's own for the past 5 years, and I now feel comfortable devoting my full attention to my desire to be a law enforcement officer.
4. This Petitioner believes I will bring a wealth of experience to this agency and would be an asset if the waiver is granted and I am successfully employed.

5. Additional hardships would be created for me if the rule waiver is not granted, requiring me to take more time away to attend another Basic Recruit Class for employment as a Deputy Sheriff.
6. The petitioner requested ninety (90) days from the date the Commission votes on the issue to complete the employment process and I become a fully Certified Law Enforcement Officer with the Clay County Sheriff's Office.
7. I William D. Gardner, Jr. respectfully request from the Commission a permanent waiver or variance of Rule 11B-27.002(4), and to be allowed to be appointed by the Clay County Sheriff's Office to a position as a certified law enforcement officer within (90) days of this Petition being heard. Approval of the requested waiver would serve the purpose of the statute the rule as implementing in FSS 120.54(5)(b).
8. The law implemented 943.12(3), 943.13, 943.133, 943.139, 943.1395 FSS.

The variance or the waiver requested would serve the purpose of the underlying statute as it ensures that all new hires are adequately trained.

Respectfully,



William D. Gardner, Jr.

Florida Department of Law Enforcement

Global Profile Sheet

Name:	**William Douglas Gardner Jr.**				
Race:	**Wh**	Sex:	**M**	Education:	**High School**

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	**$0**	**$0**	**$0**

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended
LE	**6/29/2022**	**201**	**Pass**	

Type	Date	Form	Vendor	Overall	Expiration
BATLE	**08/05/2021**	**Form3**	**Industrial/organizational Solutions**	**Pass**	**08/05/2025**

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
01/19/2022	06/17/2022	31-2022-2010-1	2021.07	BLE		Law Enforcement Academy	P	770

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	6/17/2022
Incident Command System (ICS)	6/17/2022

CLAY COUNTY SHERIFF'S OFFICE
SELFLESSLY SERVE OUR COMMUNITY WITH HONOR AND COURAGE
SHERIFF MICHELLE COOK

April 23, 2026

To Whom It May Concern,

William D. Gardner Jr has applied for a Deputy Sheriff position with our agency, with an anticipated hire date of August 18, 2026, contingent upon the successful completion of all Florida Department of Law Enforcement (FDLE) and agency requirements.

If you require any additional information, please do not hesitate to contact our office.

Joseph "Joe" Bucci
Director of Administration and Business

P.O. BOX 548 | Green Cove Springs, FL 32043-0548
(904) 264-6512 | (352) 473-7211 | (904) 284-0710 fax
www.claysheriff.com

COUNTY COURT
FOURTH JUDICIAL CIRCUIT OF FLORIDA
CLAY COUNTY

RAYMOND FORBESS, JR.
COUNTY JUDGE

POST OFFICE DRAWER 1018
CLAY COUNTY COURTHOUSE
GREEN COVE SPRINGS, FLORIDA 32043
904/284-6327 OR 296-6327
FAX 904/278-4728

April 24, 2026

Florida Department of Law Enforcement
Law Enforcement Certification

RE: William Douglas Gardner, Jr.

Dear Florida Department of Law Enforcement,

I received a request to write to you on behalf of Mr. Gardner's current application to become a Law Enforcement Officer. I have personally known Mr. Gardner in excess of seven years. I have interacted with him in professional, personal, and family settings. This gives me a unique understanding of the type of person Mr. Gardner truly is. I have zero concerns in recommending Mr. Gardner to becoming a law enforcement officer. I can still remember the day I was told he was in fact starting the Police Academy. We often spoke while he was in the academy as well as he prepared for graduation. I know how serious he took the academy, and was not surprised that he passed all qualifications, as well as the State of Florida examination.

Mr. Gardner is a successful business owner who is seeking to better the community by becoming a Police Officer. It is my understanding that this letter will be used in the appeal process of seeking an extension on a deadline to apply for employment with the Clay County Sheriff's Office. I am honored to write this letter in support of Mr. Gardner's goal of becoming a Deputy Sheriff. Mr. Gardner does not currently need a job, but feels in his heart, joining law enforcement is a higher calling. I could not agree more.

I have no reservations in stating that although the deadline has passed, making an exception in this case is one that will better the citizens of Clay County Florida. If I can provide any additional information, please feel free to reach out to me with any questions or concerns.

Sincerely,

Raymond E. Forbess, Jr.
Clay County Court Judge
(904) 838-0513 (cell)

April 27, 2026

To Whom It May Concern,

I am honored to write this letter of recommendation for William Gardner as he seeks an opportunity with the Clay County Sheriff's Office. It is without hesitation that I express my full support for his candidacy, as I firmly believe he would be an exceptional asset to your agency and the community you serve.

Mr. Gardner consistently demonstrates a remarkable work ethic that sets him apart. He approaches every responsibility with diligence, accountability, and a drive to exceed expectations. His ability to think outside the box allows him to navigate challenges with creativity and sound judgment. These qualities are invaluable in law enforcement, where situations often require quick thinking and adaptability.

Beyond his professional capabilities, Mr. Gardner is a man of strong morals and unwavering ethics. In a time when these qualities can sometimes be difficult to find, he stands as a clear example of integrity and principled decision making. He holds himself to a high standard and leads by example, earning the respect and trust of those around him.

Mr. Gardner's generosity and consistently positive attitude make him not only a strong individual contributor, but also a team player who uplifts others. He approaches both people and problems with a mindset rooted in service, compassion, and respect. These are traits that align closely with the mission of the Sheriff's Office.

Perhaps most impressive is his exceptional self-discipline and determination. His resilience and internal drive ensure that he follows through, even in the face of adversity. In every sense, William Gardner embodies qualities of a dedicated public servant. I am confident that he will represent the Clay County Sheriff's Office with professionalism, honor, and distinction. Please feel free to contact me if any additional information is needed.

Sincerely,

Erin Skipper

Clay County School Board Member, District 1

Chairman

(904)704-5536

Notice of Variances and Waivers

DEPARTMENT OF LAW ENFORCEMENT

Criminal Justice Standards and Training Commission RULE NO.: 11B-27.002, F.A.C. RULE TITLE: Certification, Employment or Appointment, Reactivation, and Terminating Employment or Appointment of Officers.

NOTICE IS HEREBY GIVEN that on April 23, 2026, the Department of Law Enforcement received a petition for permanent waiver of rule 11B-27.002(4), F.A.C., by William D. Gardner, Jr. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

A copy of the Petition for Variance or Waiver may be obtained by contacting: Agency Clerk, Florida Department of Law Enforcement, P.O. Box 1489 Tallahassee, FL, 32302 or by telephone at (850) 410-7676.

The petition will be heard by the Criminal Justice Standards and Training Commission at its business meeting scheduled for May 14, 2026, at 8:30 a.m. The meeting will be held at the Wyndham Grand Jupiter at Harbourside Place, 122 Soundings Avenue, Jupiter, Florida 33477.

STATE OF FLORIDA
CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION

CASE NO. VAR-2026-7

William D. Gardner, Jr.,

Petitioner.
_____/

NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that on April 23, 2026, the Department of Law Enforcement, received a petition for a permanent waiver of Rule 11B-27.002(4), F.A.C., by William D. Gardner, Jr. Petitioner wishes to waive that portion of the rule that states: (a) Within four years of the beginning date of a Commission-approved Basic Recruit Training Program, an individual shall successfully complete the program, achieve a passing score on the applicable State Officer Certification Examination, and gain employment, and certification as an officer.

The above case will come up for review at the next general meeting of the Criminal Justice Standards and Training Commission to be held on Thursday, May 14, 2026, at the Wyndham Grand Jupiter at Harbourside Place, 122 Soundings Avenue, Jupiter, Florida 33477.

If you plan to attend the hearing, please call Bureau Chief Glen Hopkins at (850) 410-8660 or email GlenHopkins@fdle.state.fl.us, upon receipt of this Notice. Respondents attending the hearing should check in with Commission Staff between 8:00 and 8:30 a.m. The hearing portion of the Commission meeting where your case will come up begins at 8:30 a.m.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true copy of the foregoing Notice of Hearing has been forwarded by electronic mail (email) to William D. Gardner, Jr., at Will@Gardnerland.com, on this 28th day of April 2026.

Glen W. Hopkins, Bureau Chief
Criminal Justice Professionalism, Standards
and Training Services Division

NOTE TO EMPLOYING AGENCY: You are invited to attend the hearing and you may address the Commission regarding this case. Should you desire to provide written input to the Commission regarding this case, please submit your recommendation to Attorney Supervisor Natalie Bielby.

AGENDA ITEM: 5A

Request for Denial of Basic Abilities Test for Jose Ignacio Santiago Sanchez.

ISSUE

Section 943.17(1)(g), F. S., requires that applicants entering a Commission-approved Basic Recruit Training Program pass a Basic Abilities Test (BAT) for the discipline in which training is sought. Further, Rule 11B-35.0011, F.A.C., details misconduct relating to the Basic Abilities Test and the appropriate disciplinary action for such misconduct. This issue addresses alleged misconduct on the part of Jose Ignacio Santiago Sanchez.

EXECUTIVE SUMMARY

1. Jose Ignacio Santiago Sanchez took and failed the Correctional Basic Abilities Test at Florida Gulf Coast University on February 17, 2026.

2. Mr. Santiago Sanchez provided the Lee County Sheriff's Office with documentation, on page 7, indicating that he had passed the Correctional Basic Abilities Test at Florida Gulf Coast University on February 17, 2026.

3. The documentation provided by Mr. Santiago Sanchez to the Lee County Sheriff's Office, indicating a passing BAT score, was an apparent forgery and was an attempt on his part to gain entry into the Correctional Officer Basic Recruit Training Program under false pretenses.

4. On March 3, 2026, the Lee County Sheriff's Office notified Commission staff that Mr. Santiago Sanchez subverted the Basic Abilities Test process.

5. Supporting documentation from Pearson VUE's, I/O Solutions can be found on page 8-11.

6. Documentation provided, on pages 8-11, indicates that the test results from Mr. Santiago Sanchez's February 17, 2026 test were altered to reflect a passing score for Mr. Santiago Sanchez on I/O Solutions Correctional Basic Abilities Test on February 17, 2026.

7. ATMS records, on pages 4-5, show that Mr. Santiago Sanchez is not currently a certified officer or an applicant for certification.

RECOMMENDATION(s): Commission staff recommends that the Commission find that probable cause exists and that Jose Ignacio Santiago Sanchez did engage in conduct that subverted or attempted to subvert the Basic Abilities Test Process, and direct Commission staff to **(1)** Nullify all Basic Abilities Test scores for all tests taken after February 17, 2026; *and* **(2)** Issue Mr. Santiago Sanchez a letter of intent to deny, which would prohibit him from taking a Basic Abilities Test for a period of five-years from the date of the final order, pursuant to Rule 11B-35.0011, F.A.C.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Commission staff will issue a letter of intent to deny and associated election of rights form to Jose Ignacio Santiago Sanchez, who would be banned from taking a Basic Abilities Test for five-years following the issuance of a final order.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Jose Ignacio Santiago Sanchez will not be banned from taking a Basic Abilities Test and upon passage would be allowed entry into a Correctional Officer Basic Recruit Training Program.

SUPPORTING DOCUMENTATION

1. Section 943.17, F.S., Basic recruit, advanced, and career development training programs; participation; cost; evaluation, **page 2**
2. Rule 11B-35.0011 Basic Abilities Requirements for Applicant Admission into a Law Enforcement, Correctional, and Correctional Probation Basic Recruit Training Program, **pages 2-3.**
3. Professional Compliance Profile Sheet for Jose Ignacio Sanchez, **pages 4-5**.
4. A memorandum dated 03/03/2026 from Exam Develop Manger Jack Owens of Florida Department of Law Enforcement, **page 6.**
5. Notification of BAT results dated 02/17/2026, with a score of Pass, **page 7.**
6. Email correspondence from I/O Solutions Public Safety Selection Systems dated February 17, 2026, verifying the test scores of Mr. Santiago Sanchez taken on 02/17/2026, **pages 8-11.**
7. Notice of Hearing, **page 12.**

943.17 Basic recruit, advanced, and career development training programs; participation; cost; evaluation. --The commission shall, by rule, design, implement, maintain, evaluate, and revise entry requirements and job-related curricula and performance standards for basic recruit, advanced, and career development training programs and courses. The rules shall include, but are not limited to, a methodology to assess relevance of the subject matter to the job, student performance, and instructor competency.
(1) The commission shall:
(g) Assure that entrance into the basic recruit training program for law enforcement, correctional, and correctional probation officers are limited to those who have passed a basic skills examination and assessment instrument, based on a job task analysis in each discipline and adopted by the commission.

11B-35.0011 Basic Abilities Test Requirements for Applicant Admission into a Law Enforcement and Correctional Basic Recruit Training Program.

(1) Basic Abilities Test. To comply with Section 943.17(1)(g), F.S., applicants who apply for entry into a Commission-approved Basic Recruit Training Program after January 1, 2002, shall obtain a passing score on a Commission-approved Basic Abilities Test (BAT) for the law enforcement or correctional disciplines, prior to entering a program. However, a person is not required to take the BAT before entering a law enforcement officer Basic Recruit Training Program if he or she is a veteran as defined in Section 1.01 (14), F.S., or holds an associate degree or higher from an accredited college or university if applying on or after July 1, 2022. The BAT shall be administered in the State of Florida.

(a) The applicant shall not take the BAT more than three total times in each discipline during any twelve-month period. Any subsequent results on the provider's test in each discipline within this period will be invalid.

(b) BAT providers shall restrict access to the BAT to those applicants who produce valid photo identification. Providers shall validate the name, date of birth, gender, and social security number of each applicant to ensure that the information given by the applicant is consistent with the applicant's driver license and social security record.

(c) The applicant shall not engage in conduct that subverts or attempts to subvert the BAT process. Conduct that subverts or attempts to subvert the BAT process includes:

1. Removing BAT materials from the examination room.
2. Reproducing or reconstructing any portion of the BAT.
3. Aiding by any means in the reproduction of any portion of the BAT.
4. Selling, distributing, buying, receiving, or having unauthorized possession of any portion of a past, current, or future BAT.
5. Revealing test questions or other information that would compromise the integrity of the BAT.

6. Possession of altered BAT official documents including student performance reports.

(d) The applicant shall not violate the standards of the BAT test administration. Violations of test administration include:

1. Communication with any other applicant during the administration of the BAT.

2. Copying answers from another applicant or intentionally allowing one's answers to be copied by another applicant during the administration of the BAT.

3. Having in one's possession during the administration of the BAT, any books, notes, written, or printed materials or data of any kind.

4. Failing to comply with the BAT administrator's instructions.

(e) The applicant shall not violate the applicant identification process. Conduct that violates the applicant identification process is as follows:

1. Falsifying or misrepresenting information required for admission to the BAT.

2. Impersonating an applicant.

3. Having an impersonator take the BAT on one's behalf.

4. Disrupting the test administration.

(f) Any violation of the provisions of this rule section shall be documented in writing and submitted to Commission staff within seven days to the Florida Department of Law Enforcement, Criminal Justice Professionalism Program, Post Office Box 1489, Tallahassee, Florida 32302.

(g) When the Commission finds that an applicant has committed an act that violates paragraphs (1)(c)-(e) of this rule section, the Commission shall impose one or more of the following sanctions:

1. Declare the applicant has failed the BAT;

2. Require the applicant to forfeit the application fee;

3. Declare the applicant ineligible to apply to take the BAT in any discipline for a period of five years;

4. Deny certification by the Commission pursuant to Rule 11B-27.007, F.A.C.;

5. Take action against any currently held Commission certification pursuant to Rule 11B-27.0011, and subsection 11B-27.005(5), F.A.C.

(h) A passing score on a Commission-approved Basic Abilities Test is valid four years from the date of the test.

(2) Requests for accommodations pursuant to the American with Disabilities Act shall be governed by subsection 11B-30.0071(4), F.A.C. Determinations as to eligibility for accommodations shall be made by the BAT provider on a case-by-case basis.

(3) Refunds for the BAT shall not be provided should an individual take the BAT that was exempt pursuant to Rule 11B-35.0011(1), F.A.C.

Rulemaking Authority 943.03(4), 943.12(1), (2) FS. Law Implemented 943.17 FS. History–New 7-29-01, Amended 11-5-02, 11-30-04, 3-21-07, 6-9-08, 5-21-12, 3-13-13, 5-29-14, 9-4-16, 8-15-18, 5-5-20, 8-30-23.

Florida Department of Law Enforcement

Professional Compliance Profile Sheet

Name:	Jose Ignacio Santiago Sanchez				
Race:	His	Sex:	M	Education:	Bachelor

Case Detail (Case #53860)

There is no defined major offense for this case.	
Offense Classification	**Comments**
2627 Cheat On Exam/Subvert Process-BAT	
Other Cases for this person : null	

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended

No Exam Record found for this person

Type	Date	Form	Vendor	Overall	Expiration
BATCORR	02/17/2026	Form3	Industrial/organizational Solutions	Fail	
BATLE				Exempt – Ed	

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught

No Training Records found for this person

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	Not Completed
Incident Command System (ICS)	Not Completed

Criminal Justice Standards and Training Commission

P.O. Box 1489 | Tallahassee, FL 32302-1489 | (850) 410-8600

MEMORANDUM

DATE: March 3, 2026

TO: Bureau Chief Ashley K. Pennington, CJP/Bureau of Training

FROM: Exam Development Manager Jack Owens
Research & Assessment Section

SUBJECT: Basic Abilities Test Candidate Jose Santiago Sanchez

---

On March 3, 2026, Background Investigator Jose Gonzalez from the Lee County Sheriff's Office contacted FDLE's Research and Assessment section about candidate Jose Santiago Sanchez. Mr. Santiago Sanchez submitted a printout of his Basic Abilities Test (BAT) results in an application package to Lee County Sheriff's Office, indicating that he passed the test on February 17, 2026. However, ATMS reflected that the candidate had failed.

On March 3, 2026, I reviewed ATMS and Pearson's internal system, IntelliVUE and Navigator. ATMS indicated that the BAT results were a fail. IntelliVUE indicated that the candidate scored a percentage score less than 70%, indicating a failure. Navigator showed a copy of the candidate's feedback report and it indicated that the candidate did not pass. It was also discovered that the copy the candidate submitted to Lee County had discrepancies in the name, candidate ID, and registration ID.

Based on the discrepancies in the score report submitted by Mr. Santiago Sanchez to the Lee County Sheriff's Office and the investigations conducted by both FDLE and Pearson, it appears that Mr. Santiago Sanchez falsified his BAT score report in a willful attempt to circumvent the requirements to pass the BAT as outlined in section 943.17(1)(g), Florida Statutes. Such action not only threatens the integrity of the BAT, but also calls into question the good moral character that is required for employment or appointment as an officer pursuant to Section 943.13(7), F.S. Therefore, I recommend this case be forwarded to the Professional Compliance Section for further review and action.

JAO

Florida Criminal Justice Basic Abilities Test - Correctional Officer

CANDIDATE FEEDBACK REPORT

Candidate name:	Jose Santiego Sanchez	**Exam ID:**	CJBATCO
Candidate ID:	325575118	**Delivery date:**	11th February 2026
Registration ID:	588462894	**Test Center ID:**	66582

Florida Criminal Justice Basic Abilities Test - Correctional Officer Score Analysis

Status **Pass**

This is an unofficial receipt of having taken the FDLE Basic Abilities Test.

Your full score report can be accessed, viewed or printed from your Pearson VUE account. Please login to your Pearson VUE account for a more detailed feedback report. The Candidate Feedback Report is intended only to provide information to the candidate regarding their test performance relative to the specific CJBAT dimensions. This information is displayed graphically and allows a comparison of relative strengths and weakness across the five cognitive CJBAT dimensions.

Disclaimer:

Florida Criminal Justice Basic Abilities Test - Correctional Officer

CANDIDATE FEEDBACK REPORT

Candidate name:	Jose Santiago Sanchez	**Exam ID:**	CJBATCO
Candidate ID:	325875118	**Delivery date:**	17th February 2026
Registration ID:	528462894	**Test Center ID:**	66582

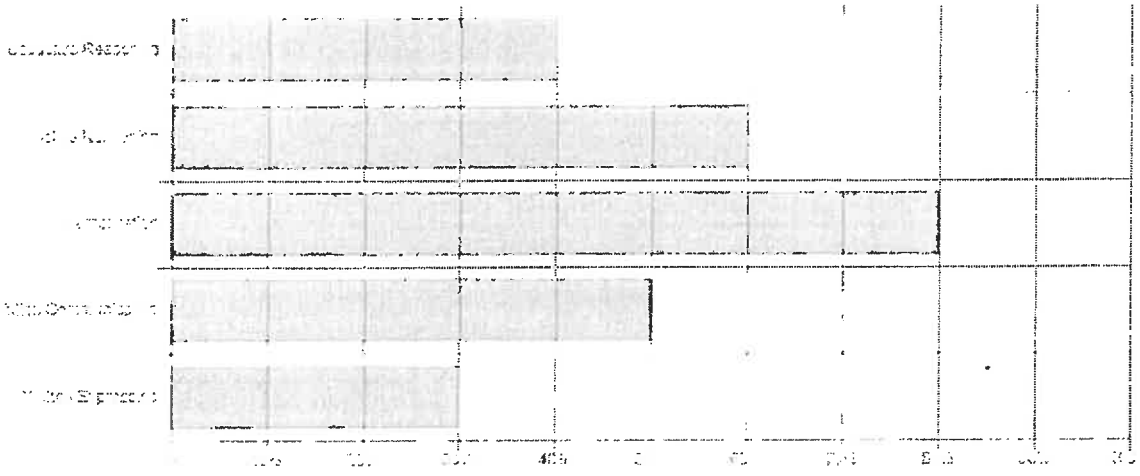
Florida Criminal Justice Basic Abilities Test - Correctional Officer Score Analysis

Status **Did not Pass**

Final Score

0% 100%

Florida Criminal Justice Basic Abilities Test - Correctional Officer Dimension Scores



Disclaimer:

The Candidate Feedback Report shows the overall results and the dimensions of the CJBAT broken down for an individual. This report does not show the score values for any portion of the examination and is not available to candidates or criminal justice agencies, per FDLE regulations. This Candidate Feedback Report is intended only to provide information to the candidate regarding their test performance relative to the specific CJBAT dimensions. This information is displayed graphically and allows the participant to compare their relative strengths and weakness across the five cognitive CJBAT dimensions.

If candidates are interested in learning more about their likely performance on the CJBAT, IOS offers practice tests that include score interpretation guides to evaluate performance. For more information, visit https://iosolutions.com.

INDUSTRIAL / ORGANIZATIONAL SOLUTIONS

Pearson

Individual Candidate Record

PEARSON CONFIDENTIAL

Client Name : Florida Department of Law Enforcement (BAT)
Client Candidate ID : BAT127273

Printed By: Jack Owens
Report Generated Date: 03-Mar-2026 01:20 PM
Data as of Date (CST): 03-Mar-2026 08:01 AM

Candidate Information

Client Candidate ID	Candidate Last Name	Candidate First Name	Candidate Middle Initial	Candidate Suffix	Candidate Phone	Candidate Email	Candidate Address	Case Details
BAT127273	Santiago Sanchez	Jose	I		239-920-1783	jose1994san11@gmail.com	4034 4th Ave Ne Naples, FL 34120 United States	Link

Exam Information

Registration ID	Exam DateTime (Site)	Time Zone (Site)	Registration DateTime (Site)	Authorization ID	Exam Series Code	Exam Title	Exam Series Type	Exam Language
528462894	2/17/2026 1:53:48 PM	AMERICA/NEW_YORK	2/12/2026 12:14:52 PM		CJBATCO	Florida Criminal Justice Basic Abilities Test - Correctional Officer	Exam	English

Pearson

Individual Candidate Record

PEARSON CONFIDENTIAL

Exam Form Name	Test Center Name and ID	Test Center City	Test Center Country	Registration Status	Delivery DateTime (Site)	Disposition	Process State Code	Grade	Score
Form3	Florida Gulf Coast University-66582	Fort Myers	United States	Delivered	2/17/2026 1:53:48 PM	Delivered	ResultSent	fail	68.388

Item Details

<a
href=../servlet/mstrWeb?evt=2048001&documentID=360FC60E4144F50E6DFA67B1D9B39F33&visMode=0&elementsPromptAnswers=29AD02584F4B47C877A4E4AB8426D92E;29AD02584F4B47C877A4E4AB8426D92E:279589713,E0920599425FE57C714A7EAB346F9C35;E0920599425FE57C714A7EAB346F9C35:923 target=_blank>Link

Criminal Justice Standards and Training Commission

P.O. Box 1489 | Tallahassee, FL 32302-1489 | (850) 410-8600

April 22, 2026

Jose Ignacio Santiago Sanchez
4034 4th Ave NE
Naples, FL 34120

SUBJECT: Request to Deny Basic Abilities Test Results, Case No. 53860
RE: Conduct that Subverts the Basic Abilities Test (BAT) Process

Dear Mr. Santiago Sanchez:

This is to advise that a Criminal Justice Standards and Training Commission meeting has been scheduled to consider the above listed charge(s) against you which are a violation of Rule 11B-35.0011, Florida Administrative Code.

The proceedings will be held on Thursday, May 14, 2026, beginning at 8:30 a.m., at the Wyndham Grand Jupiter, 122 Soundings Avenue, Jupiter, Florida. The Commission will make its determination based upon written materials from the investigation in this case. No witnesses will be subpoenaed. You may attend the meeting and, if you wish, make a brief presentation, or submit documentation to refute or explain the allegations against you. Any documentation must be limited to information directly related to the allegation(s) and must be submitted to the attention of Jessica Voeks. Determination will be made to issue a Letter of Denial for conduct that subverts the basic abilities test process.

The Commission has the following options: (1) finding no cause for continued action in this case; or (2) affirming that grounds exist to justify proceeding with the issuance of a Letter of Denial. **If cause is found to proceed with your case, you will be afforded the opportunity to have a full hearing prior to any disciplinary action being imposed.**

If you require additional information regarding the probable cause proceedings or plan to attend, please contact Jessica Voeks, Case Specialist in the Bureau of Standards, at (850) 410-8649, or via email at JessicaVoeks@fdle.state.fl.us.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

Sincerely,

Glen W. Hopkins

Glen W. Hopkins, Bureau Chief
Bureau of Standards
Criminal Justice Professionalism Program

GWH/jv

AGENDA ITEM: 5B

Request for Denial of Basic Abilities Test for Paris Hollis.

ISSUE

Section 943.17(1)(g), F. S., requires that applicants entering a Commission-approved Basic Recruit Training Program pass a Basic Abilities Test (BAT) for the discipline in which training is sought. Further, Rule 11B-35.0011, F.A.C., details misconduct relating to the Basic Abilities Test and the appropriate disciplinary action for such misconduct. This issue addresses alleged misconduct on the part of Paris Hollis.

EXECUTIVE SUMMARY

1. Paris Hollis took and failed the Correctional Basic Abilities Test at the Pearson VUE Test Center on March 25, 2026.

2. Ms. Hollis provided the Florida Department of Corrections with documentation, on page 7, indicating that she had passed the Correctional Basic Abilities Test at the Pearson VUE Test Center on March 25, 2026.

3. Documentation provided by Ms. Hollis to the Florida Department of Corrections, indicating a passing BAT score, was an apparent forgery and an attempt on her part to gain entry into the Correctional Officer Basic Recruit Training Program under false pretenses.

4. On March 30, 2026, the Florida Department of Corrections notified Commission staff that Ms. Hollis subverted the Basic Abilities Test process.

5. Supporting documentation from Pearson VUE's, I/O Solutions can be found on page 8-11.

6. Documentation provided, on pages 8-11, indicates that the test results from Ms. Hollis' March 25, 2026, test were altered to reflect a passing score for Ms. Hollis on I/O Solutions Correctional Basic Abilities Test on March 25, 2026.

7. ATMS records, on pages 4-5 show that Ms. Hollis is not currently a certified officer or an applicant for certification.

RECOMMENDATION(s): Commission staff recommends that the Commission find that probable cause exists and that Paris Hollis did engage in conduct that subverted or attempted to subvert the Basic Abilities Test Process, and direct Commission staff to **(1)** *Nullify all Basic Abilities Test scores for all tests taken after March 25, 2026; and (2) Issue Ms. Hollis a letter of intent to deny, which would prohibit her from taking a Basic Abilities Test for a period of five-years from the date of the final order, pursuant to Rule 11B-35.0011, F.A.C.*

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: Commission staff will issue a letter of intent to deny and associated election of rights form to Paris Hollis, who would be banned from taking a Basic Abilities Test for five-years following the issuance of a final order.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: Paris Hollis will not be banned from taking a Basic Abilities Test and upon passage would be allowed entry into a Correctional Officer Basic Recruit Training Program.

SUPPORTING DOCUMENTATION

1. Section 943.17, F.S., Basic recruit, advanced, and career development training programs; participation; cost; evaluation, **page 2.**
2. *Rule 11B-35.0011 Basic Abilities Requirements for Applicant Admission into a Law Enforcement, Correctional, and Correctional Probation Basic Recruit Training Program, pages 2-3.*
3. *Professional Compliance Profile Sheet for Paris Hollis, pages 4-5.*
4. *A memorandum dated 03/31/2026 from Jack Owens of Florida Department of Law Enforcement, page 6.*
5. *Notification of BAT results dated 03/25/2026, with a score of Pass, page 7.*
6. *Documentation from I/O Solutions Public Safety Selection Systems dated March 25, 2026 and Pearson, verifying the test scores of Ms. Hollis taken on 03/25/2026, pages 8-11.*
7. Notice of Hearing, **page 12.**

943.17 Basic recruit, advanced, and career development training programs; participation; cost; evaluation. --The commission shall, by rule, design, implement, maintain, evaluate, and revise entry requirements and job-related curricula and performance standards for basic recruit, advanced, and career development training programs and courses. The rules shall include, but are not limited to, a methodology to assess relevance of the subject matter to the job, student performance, and instructor competency.

(1) The commission shall:

(g) Assure that entrance into the basic recruit training program for law enforcement, correctional, and correctional probation officers are limited to those who have passed a basic skills examination and assessment instrument, based on a job task analysis in each discipline and adopted by the commission.

11B-35.0011 Basic Abilities Test Requirements for Applicant Admission into a Law Enforcement and Correctional Basic Recruit Training Program.

(1) Basic Abilities Test. To comply with Section 943.17(1)(g), F.S., applicants who apply for entry into a Commission-approved Basic Recruit Training Program after January 1, 2002, shall obtain a passing score on a Commission-approved Basic Abilities Test (BAT) for the law enforcement or correctional disciplines, prior to entering a program. However, a person is not required to take the BAT before entering a law enforcement officer Basic Recruit Training Program if he or she is a veteran as defined in Section 1.01 (14), F.S., or holds an associate degree or higher from an accredited college or university if applying on or after July 1, 2022. The BAT shall be administered in the State of Florida.

(a) The applicant shall not take the BAT more than three total times in each discipline during any twelve-month period. Any subsequent results on the provider's test in each discipline within this period will be invalid.

(b) BAT providers shall restrict access to the BAT to those applicants who produce valid photo identification. Providers shall validate the name, date of birth, gender, and social security number of each applicant to ensure that the information given by the applicant is consistent with the applicant's driver license and social security record.

(c) The applicant shall not engage in conduct that subverts or attempts to subvert the BAT process. Conduct that subverts or attempts to subvert the BAT process includes:

1. Removing BAT materials from the examination room.
2. Reproducing or reconstructing any portion of the BAT.
3. Aiding by any means in the reproduction of any portion of the BAT.
4. Selling, distributing, buying, receiving, or having unauthorized possession of any portion of a past, current, or future BAT.
5. Revealing test questions or other information that would compromise the integrity of the BAT.
6. Possession of altered BAT official documents including student performance reports.

(d) The applicant shall not violate the standards of the BAT test administration. Violations of test administration include:

1. Communication with any other applicant during the administration of the BAT.

2. Copying answers from another applicant or intentionally allowing one's answers to be copied by another applicant during the administration of the BAT.

3. Having in one's possession during the administration of the BAT, any books, notes, written, or printed materials or data of any kind.

4. Failing to comply with the BAT administrator's instructions.

(e) The applicant shall not violate the applicant identification process. Conduct that violates the applicant identification process is as follows:

1. Falsifying or misrepresenting information required for admission to the BAT.

2. Impersonating an applicant.

3. Having an impersonator take the BAT on one's behalf.

4. Disrupting the test administration.

(f) Any violation of the provisions of this rule section shall be documented in writing and submitted to Commission staff within seven days to the Florida Department of Law Enforcement, Criminal Justice Professionalism Program, Post Office Box 1489, Tallahassee, Florida 32302.

(g) When the Commission finds that an applicant has committed an act that violates paragraphs (1)(c)-(e) of this rule section, the Commission shall impose one or more of the following sanctions:

1. Declare the applicant has failed the BAT;

2. Require the applicant to forfeit the application fee;

3. Declare the applicant ineligible to apply to take the BAT in any discipline for a period of five years;

4. Deny certification by the Commission pursuant to Rule 11B-27.007, F.A.C.;

5. Take action against any currently held Commission certification pursuant to Rule 11B-27.0011, and subsection 11B-27.005(5), F.A.C.

(h) A passing score on a Commission-approved Basic Abilities Test is valid four years from the date of the test.

(2) Requests for accommodations pursuant to the American with Disabilities Act shall be governed by subsection 11B-30.0071(4), F.A.C. Determinations as to eligibility for accommodations shall be made by the BAT provider on a case-by-case basis.

(3) Refunds for the BAT shall not be provided should an individual take the BAT that was exempt pursuant to Rule 11B-35.0011(1), F.A.C.

Rulemaking Authority 943.03(4), 943.12(1), (2) FS. Law Implemented 943.17 FS. History–New 7-29-01, Amended 11-5-02, 11-30-04, 3-21-07, 6-9-08, 5-21-12, 3-13-13, 5-29-14, 9-4-16, 8-15-18, 5-5-20, 8-30-23.

Florida Department of Law Enforcement

Global Profile Sheet

Name:	Paris Hollis				
Race:	Blk	Sex:	F	Education:	High School

Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date

No Employment Records found for this person

Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
$0	$0	$0	$0

Mandatory Firearms Qualification

Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person

Certification

Type	Number	Status	Cert. Date	Mand. Ret. Due Date	Mand. Ret. Completion Date	4 Year Break in Service

No Certificate Records found for this person

Topic

Topic	Topic Date	Recert Date	Status	Met Req

There is no topic information available for this person

Exam

Type	Date	Form	Overall	Amended

No Exam Record found for this person

Type	Date	Form	Vendor	Overall	Expiration
BATLE	03/12/2026	Form1	Industrial/organizational Solutions	Fail	
BATCORR	03/25/2026	Form2	Industrial/organizational Solutions	Fail	

Equivalency

Agency	Discipline	Application Date	Decision Date	Approval Authority	Advised Date	Status	Exp Date

No Equivalency Records found for this person

Training

Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught

No Training Records found for this person

WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	Not Completed
Incident Command System (ICS)	Not Completed

Criminal Justice Standards and Training Commission

P.O. Box 1489 | Tallahassee, FL 32302-1489 | (850) 410-8600

MEMORANDUM

DATE: March 31, 2026

TO: Bureau Chief Ashley K. Pennington, CJP/Bureau of Training

FROM: Exam Development Manager Jack Owens
Research & Assessment Section

SUBJECT: Basic Abilities Test Candidate Paris Hollis

On March 30, 2026, Human Resources Manager Leroy Guyton III from the Florida Department of Corrections (FDC) contacted FDLE about candidate Paris Hollis. Ms. Hollis submitted a printout of her Basic Abilities Test (BAT) results in an application package to FDC, indicating that he passed the test on March 25, 2026. However, ATMS reflected that the candidate had failed.

On March 30, 2026, I reviewed ATMS and Pearson's internal systems, IntelliVUE and Navigator. ATMS indicated that the BAT results were a fail. IntelliVUE indicated that the candidate scored a percentage score less than 70%, indicating a failure. Navigator showed a copy of the candidate's feedback report and it indicated that the candidate did not pass. It was also discovered that the copy the candidate submitted to FDC listed the results status as "Passed," which authentic score reports from Pearson list the results status as "Pass."

Based on the discrepancies in the score report submitted by Ms. Hollis to FDC and the investigations conducted by both FDLE and Pearson, it appears that Ms. Hollis falsified her BAT score report in a willful attempt to circumvent the requirements to pass the BAT as outlined in section 943.17(1)(g), Florida Statutes. Such action not only threatens the integrity of the BAT, but also calls into question the good moral character that is required for employment or appointment as an officer pursuant to Section 943.13(7), F.S. Therefore, I recommend this case be forwarded to the Professional Compliance Section for further review and action.

JAO

Florida Criminal Justice Basic Abilities Test - Correctional Officer

CANDIDATE FEEDBACK REPORT

Candidate name:	Paris Hollis	**Exam ID:**	CJBATCO
Candidate ID:	322846877	**Delivery date:**	25th March 2026
Registration ID:	531642598	**Test Center ID:**	51899

Status **Passed**

Florida Criminal Justice Basic Abilities Test - Correctional Officer Score Analysis

This is an unofficial receipt of having taken the FDLE Basic Abilities Test.

Your full score report can be accessed, viewed or printed from your Pearson VUE account. Please login to your Pearson VUE account for a more detailed feedback report. The Candidate Feedback Report is intended only to provide information to the candidate regarding their test performance relative to the specific CJBAT dimensions. This information is displayed graphically and allows a comparison of relative strengths and weakness across the five cognitive CJBAT dimensions.

Disclaimer:

The Candidate Feedback Report shows the overall results and the dimensions of the CJBAT broken down for an individual. This report does not show the score values for any portion of the examination and is not available to candidates or criminal justice agencies, per FDLE regulations. This Candidate Feedback Report

Florida Criminal Justice Basic Abilities Test - Correctional Officer

CANDIDATE FEEDBACK REPORT

Candidate name:	Paris Hollis	**Exam ID:**	CJBATCO
Candidate ID:	322846877	**Delivery date:**	25th March 2026
Registration ID:	531642598	**Test Center ID:**	51899

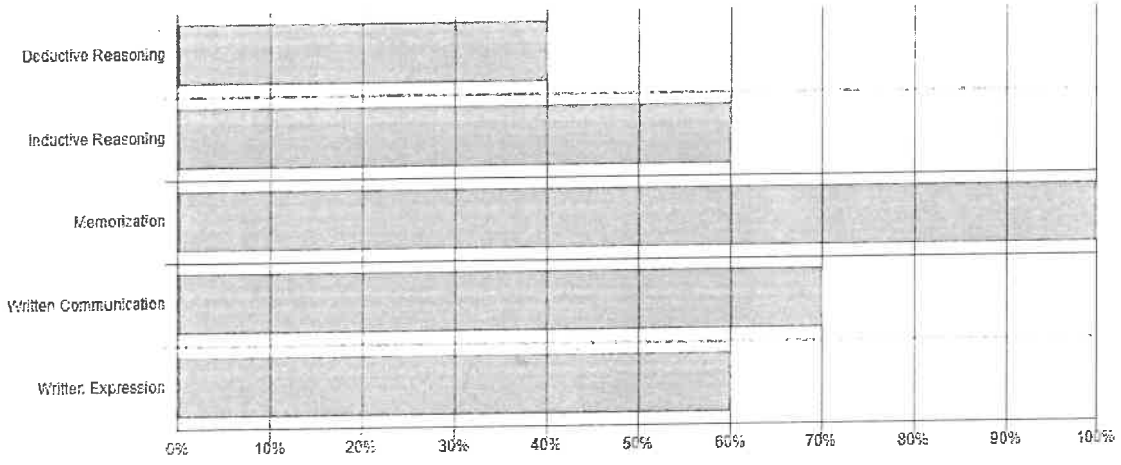
Florida Criminal Justice Basic Abilities Test - Correctional Officer Score Analysis

Status **Did not Pass**

Final Score

0% 100%

Florida Criminal Justice Basic Abilities Test - Correctional Officer Dimension Scores



Disclaimer:

The Candidate Feedback Report shows the overall results and the dimensions of the CJBAT broken down for an individual. This report does not show the score values for any portion of the examination and is not available to candidates or criminal justice agencies, per FDLE regulations. This Candidate Feedback Report is intended only to provide information to the candidate regarding their test performance relative to the specific CJBAT dimensions. This information is displayed graphically and allows the participant to compare their relative strengths and weakness across the five cognitive CJBAT dimensions.

If candidates are interested in learning more about their likely performance on the CJBAT, IOS offers practice tests that include score interpretation guides to evaluate performance. For more information, visit https://iosolutions.com.

INDUSTRIAL / ORGANIZATIONAL SOLUTIONS

Pearson

Individual Candidate Record

PEARSON CONFIDENTIAL

Client Name : Florida Department of Law Enforcement (BAT)
Client Candidate ID : BAT121090

Printed By: Jack Owens
Report Generated Date: 31-Mar-2026 12:15 PM
Data as of Date (CST): 31-Mar-2026 12:01 AM

Candidate Information

Client Candidate ID	Candidate Last Name	Candidate First Name	Candidate Middle Initial	Candidate Suffix	Candidate Phone	Candidate Email	Candidate Address	Case Details
BAT121090	Hollis	Paris			3601057	bookparis03@gmail.com	3283 Fowlstwon Rd Decatur, 39852 Georgia	Link

Exam Information

Registration ID	Exam DateTime (Site)	Time Zone (Site)	Registration DateTime (Site)	Authorization ID	Exam Series Code	Exam Title	Exam Series Type	Exam Language
530637462	3/12/2026 11:31:31 AM	AMERICA/CHICAGO	3/10/2026 6:38:01 PM		CJBATLEO	Florida Criminal Justice Basic Abilities Test - Law Enforcement Officer	Exam	English
531642598	3/25/2026 3:48:53 PM	AMERICA/NEW_YORK	3/23/2026 1:23:11 PM		CJBATCO	Florida Criminal Justice Basic Abilities Test - Correctional Officer	Exam	English

Pearson

Individual Candidate Record

PEARSON CONFIDENTIAL

Exam Form Name	Test Center Name and ID	Test Center City	Test Center Country	Registration Status	Delivery DateTime (Site)	Disposition	Process State Code	Grade	Score
Form1	Jackson County School Board-67855	Marianna	United States	Delivered	3/12/2026 11:31:31 AM	Delivered	ResultSent	fail	61.68
Form2	Pearson VUE Test Center-Tallahassee FL-51899	Tallahassee	United States	Delivered	3/25/2026 3:48:53 PM	Delivered	ResultSent	fail	65.848

Item Details

<a
href=../servlet/mstrWeb?evt=2048001&documentID=360FC60E4144F50E6DFA67B1D9B39F33&visMode=0&elementsPromptAnswers=29AD02584F4B47C877A4E4AB8426D92E;29AD02584F4B47C877A4E4AB8426D92E:281241207,E0920599425FE57C714A7EAB346F9C35;E0920599425FE57C714A7EAB346F9C35:923 target=_blank>Link
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Criminal Justice Standards and Training Commission

P.O. Box 1489 | Tallahassee, FL 32302-1489 | (850) 410-8600

April 22, 2026

Paris Hollis
3283 Fowlstown Rd
Fowlstown, GA 39852

SUBJECT: Request to Deny Basic Abilities Test Results, Case No. 54050
RE: Conduct that Subverts the Basic Abilities Test (BAT) Process

Dear Ms. Hollis:

This is to advise that a Criminal Justice Standards and Training Commission meeting has been scheduled to consider the above listed charge(s) against you which are a violation of Rule 11B-35.0011, Florida Administrative Code.

The proceedings will be held on Thursday, May 14, 2026, beginning at 8:30 a.m., at the Wyndham Grand Jupiter, 122 Soundings Avenue, Jupiter, Florida. The Commission will make its determination based upon written materials from the investigation in this case. No witnesses will be subpoenaed. You may attend the meeting and, if you wish, make a brief presentation, or submit documentation to refute or explain the allegations against you. Any documentation must be limited to information directly related to the allegation(s) and must be submitted to the attention of Jessica Voeks. Determination will be made to issue a Letter of Denial for conduct that subverts the basic abilities test process.

The Commission has the following options: (1) finding no cause for continued action in this case; or (2) affirming that grounds exist to justify proceeding with the issuance of a Letter of Denial. **If cause is found to proceed with your case, you will be afforded the opportunity to have a full hearing prior to any disciplinary action being imposed.**

If you require additional information regarding the probable cause proceedings or plan to attend, please contact Jessica Voeks, Case Specialist in the Bureau of Standards, at (850) 410-8649, or via email at JessicaVoeks@fdle.state.fl.us.

NOTE: FIREARMS WILL BE RESTRICTED ON THE PREMISES DURING THE PROCEEDINGS PURSUANT TO FEDERAL AND STATE LAW.

Sincerely,

Glen W. Hopkins

Glen W. Hopkins, Bureau Chief
Bureau of Standards
Criminal Justice Professionalism Program

GWH/jv

AGENDA ITEM: 6

Criminal Justice Standards and Training Commission Penalties Imposed for Select Cases Report

ISSUE

This agenda item is presented to the Commission by the Florida Department of Law Enforcement Criminal Justice Professionalism, Standards, and Training Services Division.

EXECUTIVE SUMMARY

Government Analyst II Renee Strickland will report on penalties imposed for select cases.

RECOMMENDATION: This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: A

General Information Agenda Item: Criminal Justice Trust Fund Status Report

ISSUE

The following information is a status report on the Criminal Justice Standards and Training Trust Fund Officer Training Monies:

EXECUTIVE SUMMARY

1. **FY 2024 – 2025 Quarterly Trust Fund Activity** Since the February Commission meeting, the trust fund analysts have initiated extensive audits of trust fund expenditures, class records, and instructor records for Regions IX and XV for FY 2024 - 2025. Trust fund warrants for the 4th quarter of FY 2025 - 2026 have been forwarded to the regions' fiscal agents for disbursement to the training schools.

2. **Budget Amendments/Programmatic Changes.** Rule 11B-18.0071(2)(b), F.A.C., requires training schools and regions to obtain approval from Commission staff prior to the transfer of Officer Training Monies between budget categories. These budget amendments do not alter the Commission's approved trust fund expenditure formula. Commission staff has approved Budget Amendments and/or Programmatic Changes for the following:

   FY 2025 - 2026
   Region XII: Palm Beach State College
   Region XIV: Miami-Dade College
   Region XVI: Florida Department of Corrections

3. **Interest Budgets** Commission staff has approved the Operating Budget for interest accrued in FY 2024 - 2025 for expenditure in FY 2025 – 2026 for Northeast Florida Criminal Justice Center in Region V. Rule 11B-18.0071(5), F.A.C., allows criminal justice training schools to place their annual trust fund allocation into interest bearing accounts. Interest earned may be expended on trust fund related needs, subject to the following conditions:

   A. Commission staff request and be granted appropriate authority from the State Comptroller.
   B. Regional Training Councils shall submit to Commission staff for approval, a separate operating budget for accrued interest.
   C. Expenditure of accrued interest is restricted to training costs and purchase of operating capital outlay items.
   D. The interest shall be expended on or before June 30 of the subsequent year in which it is earned.

4. **Property Disposals.** Commission staff has approved the removal of equipment items from the trust fund inventory of Region IX (Manatee Technical College and Pasco-Hernando State College), and Region XVI (Florida Department of Corrections). Rule 11B-18.0053(4)(e), F.A.C., requires training schools to obtain approval from Commission staff prior to the disposal or transfer of property purchased with trust fund monies.

RECOMMENDATION(s): This agenda item is presented for information only and does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

SUPPORTING INFORMATION

1. 4th Quarter Disbursement chart reflects the total amount of Officer Training Monies forwarded to each fiscal agent in each region.

	REGION I	
Escambia County School Board	**Pensacola**	$26,612.20
Northwest Florida State College	**Niceville**	$16,556.52
	REGION II	
Gulf Coast State College	**Panama City**	$13,492.68
Chipola College	**Marianna**	$3,456.64
Washington County School Board	**Chipley**	$2,769.24
	REGION III	
Tallahassee State College (Local)	**Havana**	$28,026.28
	REGION IV	
Santa Fe College	**Gainesville**	$18,068.80
Florida Gateway College	**Lake City**	$8,720.16
North Florida College	**Madison**	$6,402.64
	REGION V	
City of Jacksonville, Jacksonville Sheriff's Office	**Jacksonville**	$59,273.52
St. Johns River State College	**Palatka**	$27,044.28
	REGION VI	
College of Central Florida	**Ocala**	$22,781.22
Withlacoochee Technical College	**Inverness**	$15,831.02
	REGION VII	
Seminole State College	**Sanford**	$21,918.24
Lake Technical College	**Tavares**	$16,301.20
Daytona State College	**Daytona Beach**	$22,409.24
Eastern Florida State College	**Cocoa**	$27,594.20
Valencia College	**Orlando**	$77,303.04
Volusia Sheriff's Office	**Daytona Beach**	$8,680.88
Osceola County School Board	**Kissimmee**	$18,049.16
	REGION VIII	
Polk State College	**Winter Haven**	$43,443.68
	REGION IX	
St. Petersburg College	**St. Petersburg**	$53,185.12
Hillsborough Community College	**Tampa**	$66,383.20
Pasco-Hernando State College	**Dade City**	$22,036.08
Manatee County School Board	**Bradenton**	$7,050.76
Manatee County Sheriff's Office	**Bradenton**	$13,119.52
	REGION X	
Sarasota County School Board	**Sarasota**	$22,546.72
Lee County School Board	**Ft. Myers**	$66,402.84
	REGION XI	
Indian River State College	**Ft. Pierce**	$41,735.00
	REGION XII	
Palm Beach State College	**Lake Worth**	$79,463.44

	REGION XIII	
Broward College	**Ft. Lauderdale**	$108,098.56
	REGION XIV	
Miami-Dade College-North Campus	**Miami**	$197,165.98
	REGION XV	
Tallahassee State College (State)	**Havana**	$75,280.12
	REGION XVI	
Florida Department of Corrections	**Tallahassee**	$372,433.32
TOTAL ALL REGIONS		**$1,609,635.50**

2. Budget Amendments/Programmatic Changes

FY 2024-2025				
REGION	**SCHOOL**	**FROM BUDGET CATEGORY**	**TO BUDGET CATEGORY**	**PURPOSE FOR CHANGE**
V	St. Johns River State College	**Training** $930.57	**Operating Capital Outlay** $930.57	**Operating Capital Outlay** Equipment for Advanced/Specialized Training
V	St. Johns River State College	**Operating Capital Outlay** Unobligated	**Operating Capital Outlay** $930.57	**Operating Capital Outlay** (3) Brother LS000 Printer
XII	Palm Beach State College	**Operating Capital Outlay** $1,000.00	**Administrative** $1,000.00	**Administrative** Fund necessary CJSTC travel for the remainder of the fiscal year
XII	Palm Beach State College	**Administrative** $1,000.00	**Administrative/Travel** $1,000.00	**Administrative** Fund necessary CJSTC travel for the remainder of the fiscal year
XII	Palm Beach State College	**Operating Capital Outlay** $45,878.06	**Training** $45,878.06	**Training** Advanced/Specialized Training
XIV	Miami-Dade College	**Training** $5,295.00	**Operating Capital Outlay** $5,295.00	**Operating Capital Outlay** Equipment for Advanced/Specialized Training
XIV	Miami-Dade College	**Operating Capital Outlay** Unobligated	**Operating Capital Outlay** $5,295.00	**Operating Capital Outlay** Stalker Lidar RLR Lidar Hard Case Shipping & Handling
XVI	Florida Department of Corrections	**Training** $374.37	**Operating Capital Outlay** $374.37	**Operating Capital Outlay** Equipment for Advanced/Specialized Training

XVI	Florida Department of Corrections	**Operating Capital Outlay** Unobligated	**Operating Capital Outlay** $374.37	**Operating Capital Outlay** Cost difference for the equipment on a previous Amendment/Programmatic Change
XVI	Florida Department of Corrections	**Training** $11,865.90	**Operating Capital Outlay** $11,865.90	**Operating Capital Outlay** Equipment for Advanced/Specialized Training
XVI	Florida Department of Corrections	**Operating Capital Outlay** Unobligated	**Operating Capital Outlay** $11,865.90	**Operating Capital Outlay** (10) LE6920-EPRII CLT LE M4 EPRII 556 1.1" 30RD (10) CF-RD2 VTX Crossfire Red Dot
XVI	Florida Department of Corrections	**Training** $4,267.23	**Operating Capital Outlay** $4,267.23	**Operating Capital Outlay** Equipment for Advanced/Specialized Training
XVI	Florida Department of Corrections	**Operating Capital Outlay** Unobligated	**Operating Capital Outlay** $4,267.23	**Operating Capital Outlay** (14) Dog Harness-Small (14) Dog Harness-Med (3) Dog Harness-Lg (37) Streamlight ProTac 2L-X USB 500 Lumen 68000-Candela Tactical LED (31) KONG Extreme Dog Toy 2-Pack (31) Nylon Training Dog Leach For SM-MED-LG Dogs, 20ft Long

3. Interest Budgets

	2024-2025		
REGION	**SCHOOL**	**INTEREST AMOUNT**	**REQUESTED EXPENDITURES**
V	Northeast Florida Criminal Justice Center	$1,424.87	**Training** Advanced/Specialized Training Programs

4. Property Disposals

REGION	INVENTORY LOCATION	ITEM	PROPERTY INVENTORY STATUS
IX	Manatee Technical College	**2005-2006** *Scanmark 2800-B Automatic Document Feeder *LXRTEST 6.06 Professional Edition #W6BL1 *Mark Reader Option #VV6MR.L1 * All part of one system (Transferred from Seminole Community College - 10/05/05)	**Dispose** – The property items are reported as being lost or stolen. **The CJS&T Field Specialist inspected the property and concurs with Region VII's disposal.**

REGION	INVENTORY LOCATION	ITEM	PROPERTY INVENTORY STATUS
IX	Manatee Technical College (Continued)	**2004-2005** (10) Portable Radios with antenna CP150 UHF 2Watt 4 Channel (SN#018TFAP342, 018TFAP454, 018TFAP458, 018TFAP349, 018TFAP455, 018TFAP459,018TFAP442,018TFAP456,018TFAP453,018TFAP457) (5) Remote Speaker Microphones MUG Rapid Charge 120V w/US plug unit charger **1995-1996** (2) Redman Suits (6) Shields (6) Batons (2) Repair Kits Hanging Bag Scanner OPSCAN 3, Model 122 **1994-1995** 20" Sharp VCR-TV Combination (SR #520457)-lnventory#77984 **1993-1994** (2) VCR-TV Combination Sharp, 20 Inch SR#'s: F3AA14224; F3AA14107 (23) Holsters - Right Hand (3) Holsters - Left Hand (24) Speed Loaders for Revolvers **1992-1993** Fat Mat 6' X 12' Defensive Tactics Mat (2) Wrestling Mats 15' X 22' (4) Rolls of 4" X 84" Mat Tape (2) Buhl Overhead Projectors, SR# 163904 and SR#161856 (2) Bretford Overhead Projector Tables, SR#OH39E (2) SL-371-W Floor Lecterns with Microphone *Discs For F.A.T.S. Machine: *Judgmental Pistol Shooting Disc 1-PT2 *Los Angeles P.O. Aise I (#014) * All part of one system (12) Pair Model JP - Handcuffs Corrections Video Disc for F.A.T.S. System Municipal And State Law Enforcement use with F.A.T.S. System **1988-1989** Panasonic VCR AG-1200 G.E. Camcorder	

REGION	INVENTORY LOCATION	ITEM	PROPERTY INVENTORY STATUS
IX	Manatee Technical College (Continued)	**1985-1986** Film: Homicide Investigation - First Officer on Scene **1984-1985** Book: "MS-DOS" & "Guide to Programming IBM-PC" PC Paint Brush with Mouse & Hayes Smart Modem for IBM PC/XT Software Packages: Display Writer- 3 IBM Filing Assistant IBM Reporting Assistant Upgrading of Xerox Memory Writer IBM - PC XT Computer	**Dispose** – The property items are reported as being lost or stolen. **The CJS&T Field Specialist inspected the property and concurs with Region IX's disposal.**
REGION	**INVENTORY LOCATION**	**ITEM**	**PROPERTY INVENTORY STATUS**
IX	Pasco-Hernando State College	**2007-2008** (6) Protective Vest for Men (3) Protective Vest for Women **2000-2001** (7) Defensive Tactics Gear (Redman Student) (7) Defensive Tactics Gear (Redman Student) (6) Defensive Tactics Gear (Redman Instructor) (3) Defensive Tactics Gear (Redman Instructor) (4) Defensive Tactics Gear (Redman Instructor) **1998-1999** (4) Neck Protectors (3) Protective Vest (3) Simunition Gloves **1991-1992** Macho Products, Inc. (2) BG 20p Redman Body Guard Sm/Md (3) BG 135p Redman Body Guard Lg/XL (2) HS 130 Redman Head W/Shield Md (2) HS 140 Redman Head W/Shield Lg HS 150 Redman Head W/Shield XL (3 PR) AGS 105 Redman Thigh Guard (3 PR) TG 105 Redman Thigh Guard (4 PR) SG KNI 35 Redman Shin/Knee Guard	**Dispose** – The property items are reported as being obsolete or unusable and no longer serve a useful purpose for training **The CJS&T Field Specialist concurs with Region IX's disposal.**

REGION	INVENTORY LOCATION	ITEM	PROPERTY INVENTORY STATUS
IX	Pasco-Hernando State College (continued)	**1990-1991** Macho Products, Inc. (2) SG 130 Red Shin Guards - Medium (3) SG 145 Red Shin Guards - Long (2) H 130 Red Full Head - Medium (2) H 140 Red Full Head - Large H 150 Red Full Head - X Large (5) BG 135 Red Body Guard Med/Lrg (5) AGS 105 Red New Full Arm Guard (5) TG 100 Red Thigh Guard (5) SK 30 Red Super Kick - Medium	
XVI	Florida Department of Corrections	**2007-2008** Remington 870 Shotguns SERIAL NUMBERS: A8764085M AB831582M AB831691M AB831701M AB837113M AB798438M AB832086M AB831704M	**Dispose** – The property items are reported as being obsolete or unusable and no longer serve a useful purpose for training **The CJS&T Field Specialist concurs with Region XVI's disposal.**

AGENDA ITEM: B

General Information Agenda Items: Officer Records Statistics

ISSUE

This agenda item is to report the total officer count; the total number of active officers who are required to meet their June 30, 2026, mandatory retraining; and the number of those officers who have met their mandatory retraining. It is also to report the total number of law enforcement officers who are required to meet their June 30, 2026, firearms qualification and the number of those officers who met their firearms qualification requirement.

EXECUTIVE SUMMARY

1. **Total officer count.** As of April 14, 2026, the total officer count is 89,526. Of these officers, the total officer employment count for law enforcement is 51,597, for correctional is 31,164, for correctional probation is 2,187 and for concurrent is 4,578.
2. **June 30, 2026, mandatory requirement date.** The total number of active officers who are required to meet their mandatory retraining requirement by June 30, 2026, is 17,821. Of these officers, 11,793* are law enforcement, 5,737* are correctional, and 291* are correctional probation.
3. **Officers who have met the June 30, 2026, mandatory retraining date.** The number of officers who have met the June 30, 2026, mandatory retraining requirement date is 10,885.
4. **June 30, 2026, firearms qualification date.** The total number of active law enforcement officers* who are required to qualify with their handgun by June 30, 2026, is 55,497.
5. **Officers who have met the June 30, 2026, firearms qualification date.** The number of officers who have met the June 30, 2026, firearms qualification date is 49,445.
6. **ATMS reports.** Criminal justice employing agencies connected to the Automated Training Management System (ATMS) may access the agency mandatory retraining reports and the firearms qualification reports.

Notes: *Active Officers and Concurrent Certifications

RECOMMENDATION(s): This agenda item is presented for information only and does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: C

General Information Agenda Item: Automated Training Management System Statistics (ATMS)

ISSUE

This agenda item is presented to report the information maintained by ATMS, the number of agencies and training schools that access ATMS, and the available agency reports provided by ATMS.

EXECUTIVE SUMMARY

1. **Automated Training Management System.** ATMS maintains information of officers' employment history, statewide officer certification examinations, certifications earned, and training attended for the basic recruit training academy, advanced training courses, and salary incentive purposes. ATMS can be used by employing agencies to manage employment registrations and separations, and entry of mandatory retraining data. Commission-certified training schools enter information about classes scheduled at their facility. Reports are available online to print or view an officer's status.
2. **Agencies and training schools using ATMS as of April 14, 2026,** are 497 agencies. Of these agencies, 248 are police departments; 67 are sheriff's offices; 31 are correctional agencies; 48 are school or port police departments; 37 are state agencies; 50 are training schools; and 16 are selection centers. The number of individual ATMS user accounts at all agencies is 4,674.
3. **Available Agency ATMS Reports.** Current Employment; Fingerprints Not Submitted; Mandatory Retraining Due Dates; New Hire Detail; Salary Incentive; Termination Detail; ATMS User Accounts; Agency Certificate Applications; Agency Disciplinary Cases; Instructors by Topic; Agency Signature Designees; Annual Report; Certification Requirements Met; Reviewed Certificate Applications; Agency Summary Page of Employment Demographics; State Summary Page of Employment Demographics; WMD/ICS Training; Elder Abuse Training; Use of Force Training; Firearms Qualification; Human Trafficking; Child Welfare; Sexual Assault Investigations; ATP Mandatory Retraining Due Dates; Instructor Mandatory Due Dates; Canine Teams; and Canine Mandatory Retraining Due Dates.

RECOMMENDATION(s): This agenda item is presented for information only and does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: D

General Information Agenda Item: Field Services Statistics for January 2026 through March 2026 and for Fiscal Year 2025/2026.

ISSUE

This agenda item contains statistics for the number of activities performed by the field specialists for the second quarter in the areas of Criminal Justice Agencies contacted, Criminal Justice Training Schools contacted, classes monitored, certified instructor applications, and phone calls/workshops and contains the fiscal year to date activities.

EXECUTIVE SUMMARY

1. **Criminal Justice Agencies Contacted:**

   - **Agency [Officer] New Hires:** A total of **1098** officers were registered in ATMS as New Hires. During the audit process, field specialists found **186** non-compliance problems.
   - **Agency [Officer] New Hires for Fiscal Year 2025/2026**: A total of **2,453** officers were registered in ATMS as New Hires. During the audit process, field specialists found **572** non-compliance problems.
   - **Agency [Officer] New Certifications:** A total of **1,422** officers were registered in ATMS as New Certifications. During the audit process, field specialists found **348** non-compliance problems.
   - **Agency [Officer] New Certifications for Fiscal Year 2025/2026:** A total of **4,631** officers were registered in ATMS as New Certifications. During the audit process, field specialists found **1,039** non-compliance problems.
   - **Agency Contacts & Assists:** A total of **11,241** agency contacts and assists were completed during this reporting period.
   - **Agency Contacts & Assists for Fiscal Year 2025/2026:** A total of **27,811** agency contacts and assists were completed.

2. **Criminal Justice Training School's Contacted and Classes Monitored:**

   - **Basic High-Liability Training Classes Monitored**: Zero basic high-liability classes were monitored, and zero non-compliance issues were noted.
   - **Basic High-Liability Training Classes Monitored for Fiscal Year 2025/2026:** One basic high-liability training class was monitored, and zero non-compliance issues were noted.
   - **Basic Recruit Training Classes Monitored**: Zero basic classes were monitored, and zero non-compliance issues were noted.
   - **Basic Recruit Training Classes Monitored for Fiscal Year 2025/2026:** Zero basic recruit training classes were monitored, and zero non-compliance issues were noted.
   - **Advanced and Specialized Classes Monitored:** One advanced/specialized training class was monitored, and one non-compliance issue was noted.
   - **Advanced and Specialized Classes Monitored for Fiscal Year 2025/2026:** Five advanced/specialized training classes were monitored, and two non-compliance issues were noted.
   - **Training School Contacts and Assists:** A total of **1,805** training school contacts and assists were completed during this reporting period.
   - **Training School Contacts and Assists for Fiscal Year 2025/2026:** A total of **4,322** training school contacts and assists were completed.

3. **Instructor Applications:** A total of **951** Criminal Justice Instructor applications were reviewed. During the audit process, field specialists noted **175** non-compliance problems.
4. **Instructor Applications for Fiscal Year 2025/2026:** The field specialists reviewed **2,034** Criminal Justice Instructor applications. During the audit process, field specialists noted **455** non-compliance problems.
5. **Phone Calls/Workshops:**
   - **2,490** Incoming/Outgoing phone calls were handled during this reporting period.
   - **52** Workshops and trainings were conducted during this reporting period.
6. **Phone Calls/Workshops for Fiscal Year 2025/2026:**
   - **6,147** Incoming/Outgoing phone calls were handled.
   - **131** Workshops and trainings were conducted.

RECOMMENDATION(S): This agenda item is presented for informational purposes and does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: E

General Information Agenda Item: Basic Abilities Test (BAT) Statistics

ISSUE

This agenda item is presented to the Commission to give statistical data for the third quarter of Fiscal Year 2025 – 2026 (January 2026 through March 2026) pass/fail rates for I/O Solutions.

EXECUTIVE SUMMARY

Discipline	Fail				Pass				Total	
	N		%		N		%		N	
Fiscal Year	Q3	YTD	Q3	YTD	Q3	YTD	Q3	YTD	Q3	YTD
Law Enforcement	211	622	13.3%	13.0%	1,372	4,148	86.7%	87.0%	1,583	4,770
Correctional	340	1,143	13.0%	14.5%	2,270	6,732	87.0%	85.5%	2,610	7,875
Total	551	1,765	13.1%	14.0%	3,642	10,880	86.9%	86.0%	4,193	12,645

RECOMMENDATION(s): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

AGENDA ITEM: F

General Information Agenda Item: State Officer Certification Examination Quarterly Statistics

ISSUE

The following data are presented to the Commission to provide statistics for law enforcement, correctional, and correctional probation examinee performance on the State Officer Certification Examination (SOCE) for the third quarter (January 2026 through March 2026) of Fiscal Year 2025 – 2026.

EXECUTIVE SUMMARY

STATE OFFICER CERTIFICATION EXAMINATION FOR BASIC RECRUIT TRAINING PROGRAMS	NUMBER OF APPLICANTS	PASSED	% PASSED
Florida Law Enforcement Academy BRTP	725	617	85%
Florida CMS Correctional BRTP	1,112	711	64%
Florida Correctional Probation BRTP	27	26	96%

STATE OFFICER CERTIFICATION EXAMINATION FOR EQUIVALENCY-OF-TRAINING PROGRAMS	NUMBER OF APPLICANTS	PASSED	% PASSED
Florida Law Enforcement Academy	258	174	67%
Florida CMS Correctional	31	23	74%
Florida Correctional Probation	0	N/A	N/A

RECOMMENDATION(s): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

SUPPORTING INFORMATION

1. SOCE results for the Florida Law Enforcement Academy (FLEA) Basic Recruit Training Program, **pages 2 - 3**.
2. SOCE results for the Florida Law Enforcement Academy (FLEA) Equivalency-of-Training Examinees, **pages 3 - 4**.
3. SOCE results for the Florida CMS Correctional Basic Recruit Training Program, **pages 4 - 5**.
4. SOCE results for the Correctional Equivalency-of-Training Examinees, **pages 5 - 6**.
5. SOCE results for the Florida Correctional Probation Basic Recruit Training Program, **page 6**.

FLORIDA LAW ENFORCEMENT ACADEMY (FLEA) BASIC RECRUIT TRAINING PROGRAM

CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass
Broward College, Institute For Public Safety	64	87%	264	93%	8	25%	19	63%	6	50%	7	57%
Chipola College	9	77%	25	72%	2	50%	6	50%	0	NA	2	50%
Citrus County Public Safety Training Center	2	0%	70	65%	1	0%	21	38%	0	NA	11	36%
College Of Central Florida	22	100%	104	91%	1	100%	10	50%	0	NA	2	0%
Criminal Justice Academy Of Osceola	11	100%	43	97%	1	100%	5	100%	0	NA	0	NA
Daytona State College, School Of Emergency Services	16	81%	89	91%	3	33%	11	63%	1	100%	3	100%
Eastern Florida State College, Public Safety Institute	19	94%	111	92%	0	NA	7	85%	0	NA	1	0%
Escambia County Sheriff's Office Training Academy	0	NA	27	100%	1	100%	0	NA	0	NA	0	NA
Fl Public Safety Institute Pat Thomas Law Enforcement	21	90%	154	93%	3	33%	11	63%	1	100%	3	66%
Florida Gateway College, Public Service Training Center	2	50%	50	80%	0	NA	11	36%	0	NA	5	40%
Florida Highway Patrol Training Academy	2	100%	23	100%	1	100%	2	50%	0	NA	1	100%
Florida Panhandle Technical College Public Safety Institute	8	50%	31	64%	2	0%	7	14%	1	0%	3	33%
George Stone Technical College	15	86%	30	86%	3	66%	6	50%	0	NA	2	100%
Gulf Coast State College	3	66%	46	80%	1	0%	9	55%	0	NA	1	100%
Hillsborough College Ybor City Campus, Criminal Justice	24	95%	95	95%	1	100%	4	75%	0	NA	1	0%
Hillsborough County Sheriff's Office Training Academy	27	100%	108	96%	0	NA	5	40%	0	NA	3	33%
Indian River State College	25	96%	103	93%	1	100%	9	66%	0	NA	2	50%
Lake Technical College Criminal Justice Academy	11	54%	96	76%	3	66%	19	57%	0	NA	7	28%
Manatee Technical College	23	100%	39	97%	0	NA	1	100%	0	NA	0	NA
Miami Police Training Center	2	50%	69	97%	0	NA	4	75%	0	NA	2	100%
Miami-Dade College	5	60%	157	86%	1	0%	22	59%	0	NA	7	42%
Miami-Dade Sheriff's Training Center	41	100%	41	100%	3	100%	4	100%	1	100%	1	100%
North Florida College Public Safety Academy	4	25%	15	60%	1	100%	4	0%	0	NA	3	66%
Northeast Florida Criminal Justice Center	37	94%	158	96%	2	100%	12	75%	0	NA	2	100%
Northwest Florida State College	21	100%	73	97%	0	NA	2	50%	0	NA	1	0%
Palm Beach State College, Criminal Justice Training Center	56	83%	128	82%	8	75%	19	73%	1	100%	4	75%
Pasco-Hernando State College	5	60%	81	88%	2	50%	10	80%	1	0%	3	33%
Polk State College-K. C. Thompson Institute Of Public	20	100%	123	93%	0	NA	9	88%	0	NA	1	100%
Santa Fe College Institute Of Public Safety	2	50%	62	90%	0	NA	6	50%	0	NA	2	50%
Seminole State College Center For Public Safety	0	NA	85	84%	1	0%	12	58%	0	NA	5	60%
South Florida State College Criminal Justice Academy	0	NA	12	100%	0	NA	1	100%	0	NA	0	NA
Southwest Florida Public Service Academy	34	97%	143	94%	1	0%	9	77%	1	100%	2	100%

FLORIDA LAW ENFORCEMENT ACADEMY (FLEA) BASIC RECRUIT TRAINING PROGRAM *(CONTINUED)*
CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass
St. Johns River State College	0	NA	83	96%	0	NA	7	100%	0	NA	0	NA
St. Petersburg College Southeastern Public Safety Institute	23	91%	96	91%	2	50%	10	70%	1	100%	3	100%
Suncoast Technical College	6	50%	51	92%	4	75%	7	71%	1	100%	1	100%
The College Of The Florida Keys	1	0%	57	82%	0	NA	10	50%	0	NA	4	75%
Valencia College, Criminal Justice Institute	47	85%	190	90%	4	50%	22	72%	3	100%	5	100%
Volusia Sheriff's Office Training Academy	0	NA	8	100%	0	NA	2	100%	0	NA	0	NA
Statewide	**608**	**88%**	**3140**	**90%**	**61**	**55%**	**335**	**62%**	**18**	**72%**	**100**	**58%**

FLORIDA LAW ENFORCEMENT ACADEMY (FLEA) EQUIVALENCY-OF-TRAINING EXAMINEES
CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass
Chipola College	6	50%	25	80%	2	50%	3	0%	0	NA	2	100%
Citrus County Public Safety Training Center	5	80%	10	80%	0	NA	1	100%	0	NA	0	NA
Criminal Justice Academy Of Osceola	3	33%	7	57%	2	0%	3	0%	0	NA	1	0%
Eastern Florida State College, Public Safety Institute	20	70%	49	77%	2	100%	7	57%	0	NA	1	100%
Fl Public Safety Institute Pat Thomas Law Enforcement	7	71%	18	88%	0	NA	1	100%	0	NA	0	NA
Florida Gateway College, Public Service Training	1	0%	1	0%	1	100%	1	100%	0	NA	0	NA
George Stone Technical College	1	100%	16	93%	0	NA	1	0%	0	NA	0	NA
Gulf Coast State College	17	64%	68	66%	4	25%	20	45%	0	NA	7	42%
Indian River State College	0	NA	3	66%	0	NA	1	100%	0	NA	0	NA
Lake Technical College Criminal Justice Academy	27	59%	74	64%	8	37%	21	47%	2	0%	4	25%
Manatee Technical College	3	66%	13	92%	0	NA	0	NA	0	NA	0	NA
North Florida College Public Safety Academy	0	NA	1	0%	0	NA	1	0%	0	NA	1	0%
Northeast Florida Criminal Justice Center	26	76%	61	73%	4	75%	15	53%	0	NA	3	33%
Northwest Florida State College	1	0%	8	62%	0	NA	1	0%	0	NA	0	NA
Palm Beach State College, Criminal Justice Training	18	55%	168	73%	4	50%	28	50%	0	NA	4	50%
Pasco-Hernando State College	0	NA	15	60%	0	NA	5	40%	0	NA	2	50%
Polk State College-K. C. Thompson Institute Of Public	10	100%	18	88%	0	NA	3	66%	0	NA	1	100%
Seminole State College Center For Public Safety	5	40%	17	76%	2	50%	3	33%	0	NA	2	50%
Southwest Florida Public Service Academy	24	87%	77	79%	0	NA	12	50%	0	NA	3	33%

FLORIDA LAW ENFORCEMENT ACADEMY (FLEA) EQUIVALENCY-OF-TRAINING EXAMINEES *(CONTINUED)*
CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass
St. Johns River State College	5	80%	6	66%	1	100%	1	100%	0	NA	0	NA
St. Petersburg College Southeastern Public Safety Institute	22	81%	139	77%	3	66%	27	44%	1	100%	10	80%
Suncoast Technical College	15	73%	32	87%	2	100%	2	50%	0	NA	1	100%
Valencia College, Criminal Justice Institute	2	50%	15	66%	0	NA	3	0%	1	0%	1	100%
Volusia Sheriff's Office Training Academy	0	NA	1	100%	0	NA	0	NA	0	NA	0	NA
Statewide	**218**	**70%**	**842**	**75%**	**35**	**54%**	**160**	**46%**	**4**	**25%**	**43**	**55%**

FLORIDA CMS CORRECTIONAL BASIC RECRUIT TRAINING PROGRAM
CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass	Total	%Pass
Broward College, Institute For Public Safety	0	NA	53	84%	0	NA	8	75%	0	NA	2	100%
Chipola College	41	65%	109	76%	4	50%	18	38%	2	0%	6	16%
Citrus County Public Safety Training Center	8	87%	57	92%	1	0%	4	25%	1	100%	3	100%
College Of Central Florida	2	50%	55	96%	1	100%	2	100%	0	NA	0	NA
Daytona State College, School Of Emergency Services	6	66%	54	87%	1	0%	7	42%	1	0%	4	0%
Eastern Florida State College, Public Safety Institute	3	100%	14	100%	0	NA	0	NA	0	NA	0	NA
Fl Public Safety Institute Pat Thomas Law Enforcement Aca	0	NA	19	89%	0	NA	1	0%	0	NA	0	NA
Florida Department Of Corrections	615	67%	2614	77%	152	43%	626	47%	57	38%	280	39%
Florida Gateway College, Public Service Training Center	2	0%	73	86%	2	50%	15	46%	1	0%	9	55%
Florida Panhandle Technical College Public Safety Institute	11	90%	70	84%	3	33%	14	50%	1	0%	7	42%
George Stone Technical College	2	50%	51	96%	0	NA	5	80%	0	NA	1	100%
Gulf Coast State College	1	0%	18	83%	0	NA	1	0%	0	NA	2	100%
Hillsborough County Sheriff's Office Training Academy	28	96%	121	99%	2	50%	3	66%	1	100%	1	100%
Indian River State College	0	NA	23	91%	0	NA	2	50%	0	NA	1	100%
Lake Technical College Criminal Justice Academy	0	NA	18	94%	0	NA	1	100%	0	NA	1	0%
Manatee Sheriff's Office Training Center	17	94%	27	96%	1	100%	1	100%	0	NA	0	NA
Miami-Dade College	3	33%	70	82%	1	0%	15	60%	1	0%	5	20%

FLORIDA CMS CORRECTIONAL BASIC RECRUIT TRAINING PROGRAM *(CONTINUED)*

CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**
Miami-Dade Sheriff's Training Center	2	0%	70	74%	0	NA	20	70%	0	NA	6	16%
North Florida College Public Safety Academy	15	86%	19	78%	3	0%	5	20%	2	100%	3	66%
Northeast Florida Criminal Justice Center	23	95%	64	98%	1	100%	2	100%	0	NA	0	NA
Northwest Florida State College	19	100%	59	100%	0	NA	3	66%	0	NA	3	100%
Palm Beach State College, Criminal Justice Training	3	0%	38	78%	3	100%	10	40%	0	NA	6	83%
Pasco-Hernando State College	3	100%	45	91%	0	NA	4	75%	0	NA	1	100%
Polk State College-K. C. Thompson Institute Of Public	27	81%	61	90%	5	40%	6	50%	0	NA	0	NA
Santa Fe College Institute Of Public Safety	0	NA	21	100%	0	NA	2	50%	0	NA	2	50%
South Florida State College Criminal Justice Academy	0	NA	20	80%	0	NA	5	60%	0	NA	1	100%
Southwest Florida Public Service Academy	0	NA	34	97%	0	NA	1	0%	0	NA	1	100%
St. Johns River State College	0	NA	21	95%	0	NA	1	100%	0	NA	0	NA
St. Petersburg College Southeastern Public Safety Institute	0	NA	38	97%	0	NA	1	100%	0	NA	0	NA
Suncoast Technical College	1	0%	1	0%	1	0%	1	0%	0	NA	1	0%
The College Of The Florida Keys	0	NA	6	66%	0	NA	2	100%	0	NA	0	NA
Valencia College, Criminal Justice Institute	6	66%	89	89%	2	100%	8	75%	0	NA	2	100%
Statewide	**838**	**71%**	**4032**	**81%**	**183**	**44%**	**794**	**49%**	**67**	**38%**	**348**	**42%**

CORRECTIONAL EQUIVALENCY-OF-TRAINING EXAMINEES

CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**
Chipola College	0	NA	3	100%	0	NA	0	NA	0	NA	0	NA
Citrus County Public Safety Training Center	1	0%	5	80%	1	100%	1	100%	0	NA	0	NA
Eastern Florida State College, Public Safety Institute	2	100%	9	88%	0	NA	0	NA	0	NA	0	NA
Florida Gateway College, Public Service Training Center	0	NA	1	100%	0	NA	0	NA	0	NA	0	NA
Florida Panhandle Technical College Public Safety Institute	1	100%	1	100%	0	NA	0	NA	0	NA	0	NA
George Stone Technical College	0	NA	3	100%	0	NA	0	NA	0	NA	0	NA
Gulf Coast State College	2	100%	4	100%	0	NA	0	NA	0	NA	0	NA
Lake Technical College Criminal Justice Academy	7	57%	11	54%	1	0%	4	25%	1	100%	3	33%
Northeast Florida Criminal Justice Center	1	100%	7	71%	0	NA	3	66%	0	NA	1	100%
Palm Beach State College, Criminal Justice Training Center	3	100%	16	68%	1	100%	6	83%	0	NA	0	NA

CORRECTIONAL EQUIVALENCY-OF-TRAINING EXAMINEES *(CONTINUED)*

CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
Academy	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**
Pasco-Hernando State College	3	100%	5	100%	0	NA	0	NA	0	NA	0	NA
Seminole State College Center For Public Safety	1	100%	1	100%	0	NA	0	NA	0	NA	0	NA
Southwest Florida Public Service Academy	1	100%	7	85%	0	NA	1	0%	0	NA	1	100%
St. Johns River State College	1	0%	2	50%	1	0%	1	0%	0	NA	0	NA
St. Petersburg College Southeastern Public Safety Institute	2	50%	16	56%	1	100%	7	85%	0	NA	0	NA
Statewide	**25**	**76%**	**91**	**74%**	**5**	**60%**	**23**	**65%**	**1**	**100%**	**5**	**60%**

FLORIDA CORRECTIONAL PROBATION BASIC RECRUIT TRAINING PROGRAM

CBT STATE OFFICER CERTIFICATION EXAMINATION RESULTS FOR THE THIRD QUARTER OF FY 2025 – 2026

	Initial Exams				1st Retake				2nd Retake			
	3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results		3rd Qtr – FY 25/26		12 Month Results	
	Total	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**	**Total**	**%Pass**
Fl Public Safety Institute Pat Thomas Law Enforcement Aca	1	0%	62	83%	0	NA	9	77%	0	NA	2	50%
Florida Department Of Corrections	26	100%	115	91%	0	NA	10	60%	0	NA	3	33%
Southwest Florida Public Service Academy	0	NA	4	50%	0	NA	2	100%	0	NA	0	NA
Statewide	**27**	**96%**	**181**	**87%**	**0**	**NA**	**21**	**71%**	**0**	**NA**	**5**	**40%**

AGENDA ITEM: G

General Information Agenda Item: State Officer Certification Examination Quarterly Content Area Report

ISSUE

The following data are presented to the Commission to provide statistics for law enforcement, correctional, and correctional probation examinee performance by content area on the State Officer Certification Examination (SOCE) for the third quarter (January 2026 through March 2026) of Fiscal Year 2025 – 2026.

The data includes performance for first-time examinees only. Data for both Basic Recruit Training Programs (BRTP) and Equivalency-of-Training (EOT) are included. Pearson VUE does not have the capability to distinguish between BRTP and EOT recruits.

RECOMMENDATION(s): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

SUPPORTING INFORMATION

1. Florida CMS Correctional Content Area Report for Exam Code 300 (for academies starting on or before 6/30/25), **page 2.**
2. Florida CMS Correctional Course Codes for Exam Code 300, **page 3**.
3. Florida CMS Correctional Content Area Report for Exam Code 301 (for academies starting on or after 7/1/25), **page 4**.
4. Florida CMS Correctional Course Codes for Exam Code 301, **page 5**.
5. Florida Law Enforcement Academy Content Area Report, **pages 6-7**.
6. Florida Law Enforcement Academy Course Codes, **page 7**.
7. Florida Correctional Probation Content Area Report, **page 8**.
8. Florida Correctional Probation Course Codes, **page 8.**

Florida State Officer Certification Examination
Content Area Report
January – March 2026

FDLE-FC-300 FCMS Corrections Exam	Tested	Passed	Courses										
			IN	FA	FR	CM	OS	FE	IR	IE	FR	FA	DT
Training Centers													
Eastern Florida State College (603)	1	1	87.50%	100.0%	95.24%	89.47%	89.47%	93.33%	100.00%	95.24%	100.00%	83.33%	84.00%
College of Central Florida (604)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Valencia College (605)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chipola College (606)	1	0	81.25%	50.00%	80.95%	94.74%	73.68%	80.00%	50.00%	71.43%	85.00%	75.00%	96.00%
Daytona State College (608)	1	0	87.50%	75.00%	76.19%	57.89%	47.37%	73.33%	70.00%	52.38%	70.00%	50.00%	56.00%
Broward College (609)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NE Florida (610)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FL Department of Corrections (613)	11	7	87.50%	81.06%	77.92%	80.86%	78.95%	77.58%	79.09%	82.25%	81.36%	77.27%	78.91%
College of Florida Keys (616)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
George Stone State College (617)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gulf Coast State College (618)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Indian River State College (620)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Florida Gateway College (621)	1	0	68.75%	91.67%	80.95%	78.95%	73.68%	80.00%	70.00%	71.43%	70.00%	50.00%	84.00%
Lake Tech. Center (622)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Southwest Florida (623)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miami-Dade Public Safety (626)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miami-Dade College (628)	2	1	84.38%	75.00%	83.33%	68.42%	73.68%	86.67%	85.00%	78.57%	75.00%	66.67%	72.00%
North Florida College Public Safety Academy (629)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Northwest Florida State College (630)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pasco-Hernando State College (631)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Polk State College (632)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Palm Beach State College (633)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Santa Fe College (634)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suncoast Tech. College (635)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Seminole State College (636)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
South Florida State College (637)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
St. Petersburg College (639)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Florida Panhandle Tech. (641)	1	1	93.75%	83.33%	76.19%	89.47%	78.95%	93.33%	100.00%	85.71%	95.00%	75.00%	72.00%
Citrus County Public Safety (642)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
St. Johns River State (654)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FL Public Safety Institute (668)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Manatee Sheriff's Office (730)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hillsborough County S.O. (880)	1	1	100.00%	66.67%	76.19%	84.21%	78.95%	93.33%	70.00%	90.48%	90.00%	66.67%	72.00%
Sarasota County SO Corrections Training Academy (893)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lee County S.O. (894)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Seminole County LE & Corrections Academy (895)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Orlando Police Training Center (898)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Orange County Sheriff's Training Center (899)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Schools	19	11	86.8%	79.4%	79.4%	80.1%	76.7%	81.1%	78.9%	80.5%	81.8%	72.8%	77.7%

Course Codes:

IN	Introduction to Corrections
FA	Criminal Justice Firearms
FR	First Aid for Criminal Justice Officers
CM	Communications
OS	Officer Safety
FE	Facility & Equipment
IR	Intake & Release
SC	Supervising in a Correctional Facility
SP	Supervising Special Populations
IE	Responding to Incidents & Emergencies
DT	Criminal Justice Defensive Tactics

Florida State Officer Certification Examination

Content Area Report

January – March 2026

FDLE-FC-301 FCMS Corrections Exam	Tested	Passed	Courses											
			IN	FR	FA	DT	LG	CM	IRW	SM	IR	SF	SP	CI
Training Centers														
Eastern Florida State College (603)	4	4	90.00%	80.56%	84.72%	89.13%	91.07%	88.46%	86.36%	94.44%	90.91%	83.75%	86.84%	83.33%
College of Central Florida (604)	2	1	90.00%	72.22%	77.78%	76.09%	89.29%	84.62%	72.73%	88.89%	90.91%	85.00%	78.95%	86.67%
Valencia College (605)	4	2	87.50%	75.00%	73.61%	78.26%	82.14%	88.46%	75.00%	86.11%	86.36%	83.75%	73.68%	71.67%
Chipola College (606)	35	27	87.14%	80.63%	81.43%	85.71%	84.08%	84.40%	81.82%	86.35%	80.26%	84.29%	81.35%	86.10%
Daytona State College (608)	4	3	80.00%	81.94%	76.39%	84.78%	89.29%	80.77%	77.27%	84.72%	88.64%	87.50%	80.26%	86.67%
Broward College (609)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NE Florida (610)	24	23	92.50%	86.81%	86.34%	93.66%	93.75%	92.31%	89.02%	93.98%	91.67%	88.54%	85.53%	89.44%
FL Department of Corrections (613)	550	395	85.35%	79.08%	80.69%	84.29%	85.78%	85.23%	83.65%	87.20%	81.11%	85.22%	81.14%	85.30%
College of Florida Keys (616)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
George Stone State College (617)	1	0	60.00%	83.33%	77.78%	78.26%	85.71%	84.62%	72.73%	55.56%	90.91%	80.00%	73.68%	40.00%
Gulf Coast State College (618)	3	2	86.67%	72.22%	85.19%	78.26%	80.95%	87.18%	90.91%	87.04%	69.70%	83.33%	80.70%	75.56%
Indian River State College (620)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Florida Gateway College (621)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lake Tech. Center (622)	6	4	75.00%	85.19%	77.78%	78.26%	90.48%	83.33%	89.39%	86.11%	81.82%	76.67%	71.05%	78.89%
Southwest Florida (623)	1	1	100.00%	83.33%	77.78%	73.91%	100.00%	84.62%	81.82%	88.89%	45.45%	90.00%	78.95%	80.00%
Miami-Dade Public Safety (626)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miami-Dade College (628)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
North Florida College Public Safety Academy (629)	15	13	88.00%	83.70%	86.30%	84.93%	88.57%	86.67%	86.06%	88.89%	83.03%	91.00%	85.26%	88.44%
Northwest Florida State College (630)	19	19	94.21%	85.67%	93.57%	93.59%	92.86%	93.12%	90.43%	90.64%	89.95%	87.63%	85.87%	91.58%
Pasco-Hernando State College (631)	6	6	91.67%	83.33%	85.19%	86.23%	89.29%	89.74%	87.88%	91.67%	92.42%	91.67%	78.95%	82.22%
Polk State College (632)	27	22	92.22%	87.86%	90.12%	86.96%	87.30%	90.60%	87.88%	83.95%	87.54%	85.00%	84.41%	86.67%
Palm Beach State College (633)	3	2	90.00%	72.22%	77.78%	79.71%	85.71%	82.05%	81.82%	77.78%	84.85%	85.00%	75.44%	84.44%
Santa Fe College (634)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suncoast Tech. College (635)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Seminole State College (636)	1	1	80.00%	94.44%	100.00%	86.96%	85.71%	92.31%	90.91%	88.89%	90.91%	95.00%	89.47%	93.33%
South Florida State College (637)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
St. Petersburg College (639)	2	1	75.00%	83.33%	63.89%	69.57%	89.29%	76.92%	54.55%	77.78%	77.27%	60.00%	71.05%	70.00%
Florida Panahandle Tech. (641)	8	7	86.25%	88.19%	84.72%	88.04%	88.39%	82.69%	86.36%	85.42%	85.23%	88.13%	86.18%	88.33%
Citrus County Public Safety (642)	9	7	92.22%	79.01%	79.63%	80.68%	88.10%	89.74%	85.86%	89.51%	88.89%	88.33%	87.13%	89.63%
St. Johns River State (654)	1	0	60.00%	83.33%	50.00%	82.61%	85.71%	76.92%	63.64%	77.78%	90.91%	75.00%	89.47%	86.67%
FL Public Safety Institute (668)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Manatee Sheriff's Office (730)	17	16	91.18%	84.31%	90.85%	91.82%	85.29%	89.59%	80.21%	87.25%	87.70%	90.88%	79.57%	90.59%
Hillsborough County S.O. (880)	27	26	91.85%	88.27%	87.86%	90.82%	93.12%	90.88%	84.51%	92.59%	88.22%	90.56%	87.72%	87.90%
Sarasota County SO Corrections Training Academy (893)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lee County S.O. (894)	5	5	94.00%	94.44%	90.00%	91.30%	94.29%	89.23%	90.91%	95.56%	96.36%	90.00%	87.37%	93.33%
Seminole County LE & Corrections Academy (895)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Orlando Police Training Center (898)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Orange County Sheriff's Training Center (899)	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Schools	774	587	86.6%	80.6%	82.1%	85.3%	86.7%	86.2%	84.0%	87.6%	82.7%	85.8%	81.8%	85.8%

Course Codes:

IN	Introduction to Corrections
FR	First Aid for Criminal Justice Officers
FA	Criminal Justice Firearms
DT	Criminal Justice Defensive Tactics
LG	Legal
CM	Communications
IRW	Interviewing & Report Writing
SM	Shift Management & Safety
IR	Intake & Release
SF	Supervision in a Correctional Facility
SP	Supervising Correctional Populations
CI	Critical Incidents

Florida State Officer Certification Examination

Content Area Report

January – March 2026

FDLE-LE-501 FLEA Law Enforcement Exam	Total Tested	Total Passed	Courses																		
			IN	LG	SYC	IRW	FOP	COM	CAP	CIPS	CSFI	TI	CI	TS	DUI	TC	VO	FR	FA	DT	SG
Training Centers																					
Eastern Florida State College (603)	36	31	88.0%	80.6%	85.9%	82.9%	86.1%	80.6%	86.4%	86.4%	92.1%	87.6%	81.7%	88.6%	89.0%	88.9%	87.0%	86.5%	88.5%	89.7%	87.2%
College of Central Florida (604)	21	21	89.7%	88.4%	93.1%	91.8%	91.2%	83.0%	90.5%	91.0%	96.0%	89.4%	87.6%	90.0%	87.0%	90.5%	87.6%	89.0%	86.4%	98.0%	89.0%
Valencia College (605)	46	39	87.3%	85.4%	90.5%	90.7%	86.0%	92.2%	87.4%	86.1%	87.3%	89.1%	91.3%	89.8%	85.7%	88.9%	85.7%	86.0%	86.6%	90.1%	88.7%
Chipola College (606)	12	9	79.2%	83.3%	86.4%	82.1%	85.7%	75.8%	84.8%	86.7%	81.9%	84.0%	78.3%	83.3%	84.2%	88.3%	90.0%	82.7%	84.6%	88.1%	80.8%
Criminal Justice Academy of Osceola (607)	14	12	94.0%	90.8%	86.4%	88.8%	85.7%	87.9%	89.6%	91.4%	95.2%	90.7%	90.0%	88.6%	88.3%	94.3%	90.5%	90.1%	86.8%	86.7%	93.6%
Daytona State College (608)	16	13	83.3%	82.1%	90.3%	92.0%	83.0%	86.9%	81.3%	90.6%	90.6%	86.5%	82.5%	86.3%	80.9%	82.5%	83.8%	84.1%	92.3%	82.1%	85.6%
Broward College (609)	64	56	89.8%	86.6%	87.9%	83.5%	89.3%	87.5%	87.5%	88.3%	91.7%	88.3%	86.6%	88.3%	86.7%	87.0%	88.4%	88.3%	89.8%	86.6%	86.9%
NE Florida Criminal Justice Training & Edu. Ctr. (610)	59	53	90.1%	83.5%	87.1%	85.2%	90.8%	86.4%	85.8%	86.4%	87.6%	87.1%	86.8%	89.0%	88.2%	88.3%	87.0%	89.3%	88.3%	88.6%	88.3%
Florida Highway Patrol Training Academy (614)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
College of the Florida Keys (616)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
George Stone Technical College (617)	16	14	86.5%	83.9%	85.8%	90.2%	80.4%	81.9%	87.5%	89.4%	89.6%	86.1%	77.5%	82.5%	80.6%	86.3%	84.6%	88.0%	86.1%	83.9%	75.6%
Gulf Coast State College (618)	16	11	84.4%	75.9%	81.3%	75.9%	82.1%	74.4%	82.4%	76.9%	85.4%	77.9%	92.5%	87.5%	81.9%	87.5%	80.8%	82.7%	85.1%	83.0%	83.1%
Hillsborough Community College (619)	22	21	95.5%	85.7%	89.7%	90.3%	90.9%	86.8%	94.2%	92.3%	92.4%	94.4%	86.4%	90.9%	90.4%	90.0%	90.0%	90.6%	88.8%	88.3%	92.7%
Indian River State College (620)	25	24	90.7%	86.3%	88.7%	95.4%	90.9%	93.2%	86.2%	89.6%	93.3%	91.7%	88.0%	93.2%	92.4%	93.6%	91.5%	90.8%	90.2%	91.4%	89.6%
Florida Gateway College (621)	1	0	50.0%	71.4%	72.7%	71.4%	71.4%	50.0%	81.8%	70.0%	100.0%	76.9%	80.0%	80.0%	84.2%	90.0%	80.0%	92.3%	69.2%	100.0%	90.0%
Lake Technical Center (622)	37	23	83.8%	77.2%	80.3%	81.5%	79.2%	76.6%	76.2%	75.7%	84.7%	76.1%	75.7%	82.7%	81.2%	85.7%	82.7%	86.1%	80.2%	83.0%	78.1%
Southwest Florida Public Service Academy (623)	54	52	87.7%	82.3%	86.7%	87.0%	89.7%	88.1%	89.7%	88.0%	91.7%	90.3%	84.8%	92.0%	89.3%	93.3%	89.3%	90.6%	89.7%	89.7%	87.0%
Manatee Technical Institute (625)	25	24	90.7%	91.4%	92.4%	97.1%	94.3%	88.7%	89.5%	91.6%	89.3%	91.4%	85.6%	93.2%	91.4%	92.4%	86.7%	92.0%	90.8%	89.1%	88.8%
Miami-Dade Public Safety	41	41	91.1%	88.9%	88.2%	94.8%	85.7%	93.7%	92.0%	88.5%	90.2%	88.9%	91.7%	93.2%	90.6%	90.0%	89.4%	89.1%	91.2%	92.0%	91.0%
Miami Police Training Center (627)	1	0	83.3%	42.9%	72.7%	71.4%	85.7%	70.0%	45.5%	60.0%	33.3%	92.3%	40.0%	70.0%	84.2%	60.0%	80.0%	84.6%	84.6%	57.1%	60.0%
Miami-Dade College (628)	1	0	66.7%	71.4%	81.8%	71.4%	85.7%	90.0%	72.7%	70.0%	66.7%	76.9%	100.0%	80.0%	73.7%	80.0%	86.7%	76.9%	76.9%	71.4%	80.0%
North Florida College Public Safety Academy (629)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Northwest Florida State College (630)	21	21	90.5%	85.7%	86.1%	95.9%	92.5%	91.4%	93.9%	91.4%	96.8%	93.4%	86.7%	91.4%	91.7%	90.0%	91.7%	91.9%	91.9%	90.5%	89.0%
Pasco-Hernando State College (631)	5	3	76.7%	85.7%	85.5%	77.1%	82.9%	80.0%	81.8%	82.0%	90.0%	83.1%	94.4%	84.0%	80.0%	72.0%	82.7%	84.6%	84.6%	82.9%	88.0%
Polk State College (632)	30	30	92.2%	88.1%	89.7%	91.9%	91.9%	86.7%	91.2%	86.0%	92.8%	86.9%	86.7%	90.3%	87.9%	91.0%	87.1%	89.5%	88.5%	91.4%	86.3%
Palm Beach State College (633)	74	57	91.0%	84.7%	82.8%	84.4%	80.9%	83.2%	81.4%	85.1%	89.0%	81.6%	81.9%	88.5%	84.6%	84.2%	87.0%	85.8%	84.8%	86.5%	80.0%
Santa Fe College Institute of Public Safety (634)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Suncoast Technical College (635)	20	15	89.2%	76.4%	77.7%	78.6%	80.0%	75.0%	88.2%	86.0%	86.7%	86.9%	82.0%	88.5%	84.5%	89.0%	82.3%	85.8%	85.4%	89.3%	86.5%
Seminole State College (636)	3	2	94.4%	100.0%	82%	90.5%	85.7%	76.7%	84.8%	83.3%	83.3%	74.4%	93.3%	86.7%	71.9%	90.0%	91.1%	82.1%	89.7%	95.2%	83.3%
South Florida State College (637)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
St. Petersburg College (639)	45	39	88.9%	82.5%	86.3%	81.6%	82.9%	81.3%	81.4%	87.6%	91.1%	87.0%	83.1%	89.1%	88.2%	88.4%	86.4%	85.1%	89.9%	86.0%	84.7%
Florida Panhandle Technical College (641)	7	4	92.9%	75.5%	84.4%	77.6%	71.4%	78.6%	87.0%	90.0%	92.9%	80.2%	91.4%	82.9%	85.0%	82.9%	81.9%	78.0%	83.5%	79.6%	81.4%
Citrus County Public Safety Training Center (642)	5	4	93.3%	77.1%	87.3%	82.9%	88.6%	74.0%	83.6%	84.0%	76.7%	78.5%	92.0%	90.0%	90.5%	88.0%	76.0%	86.2%	81.5%	85.7%	78.0%
St. Johns River State College (654)	5	4	86.7%	82.9%	89.1%	80.0%	91.4%	82.0%	87.3%	92.0%	90.0%	90.8%	88.0%	92.0%	87.4%	88.0%	90.7%	89.2%	90.8%	88.6%	90.0%
Florida Public Safety Institute (668)	27	23	90.1%	93.1%	89.6%	88.4%	81.0%	85.2%	85.5%	90.0%	89.5%	85.2%	88.1%	89.3%	87.1%	88.1%	89.9%	85.8%	88.0%	85.7%	85.2%

Florida State Officer Certification Examination

Content Area Report

January – March 2026, continued

FDLE-LE-501 FLEA Law Enforcement Exam	Total Tested	Total Passed	Courses																		
			IN	LG	SYC	IRW	FOP	COM	CAP	CIPS	CSFI	TI	CI	TS	DUI	TC	VO	FR	FA	DT	SG
Training Centers																					
Volusia County Sheriff's Office Training Academy (878)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Simpson Technical College (879)	18	18	92.6%	86.5%	86.4%	88.9%	89.7%	90.6%	89.9%	89.4%	91.7%	91.5%	91.1%	90.0%	90.9%	95.0%	93.7%	88.5%	91.9%	86.5%	83.3%
Hillsborough County S.O.(880)	27	27	91.4%	91.5%	93.9%	89.9%	95.2%	87.4%	94.3%	93.3%	93.8%	92.0%	91.9%	95.9%	90.6%	95.6%	89.6%	91.7%	91.5%	92.1%	91.9%
Escambia CO S.O. Training School (885)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lee County Sheriff's Office (894)	9	7	81.5%	79.4%	85.9%	76.2%	79.4%	90.0%	85.9%	83.3%	90.7%	89.7%	84.4%	91.1%	88.3%	91.1%	77.8%	86.3%	85.5%	92.1%	81.1%
Seminole County LE & Corrections Academy (895)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Orlando Police Training Center (898)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Orange County Sheriff's Training Center (899)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Schools	803	698	89.1%	84.7%	87.0%	86.9%	86.6%	85.5%	86.7%	87.2%	90.1%	87.2%	85.6%	89.4%	87.2%	88.9%	87.3%	87.8%	88.0%	88.2%	86.1%

Course Codes:

IN	Introduction to Law Enforcement
LG	Legal
SYC	Serving Your Community
IRW	Interviewing and Report Writing
FOP	Fundamentals of Patrol
COM	Communication
CAP	Crimes Against Persons
CIPS	Crimes Involving Property & Society
CSFI	Crime Scene Follow-Up Investigations
TI	Traffic Incidents
CI	Critical Incidents
TS	Traffic Stops
DUI	DUI Traffic Stops
TC	Traffic Crash Investigations
VO	Law Enforcement Vehicle Operations
FR	Criminal Justice Firearms
FA	First Aid for Criminal Justice Officers
DT	Criminal Justice Defensive Tactics
SG	Conducted Electrical Weapon/Dart-Firing Stun Gun

Florida State Officer Certification Examination

Content Area Report

January – March 2026

FDLE-CP-601 Florida Correctional Probation Exam	Total Tested	Total Passed	Courses									
			IN	LG	CM	IO	CLM	SO	FS	FR	DT	FA
Training Centers												
Florida Department of Corrections (613)	26	26	94.2%	91.2%	89.9%	92.5%	87.7%	90.8%	92.3%	88.0%	87.5%	93.3%
Southwest FL Public Service Academy (623)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Florida Public Safety Institute (668)	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Schools	26	26	94.2%	91.2%	89.9%	92.5%	87.7%	90.8%	92.3%	88.0%	87.5%	93.3%

Course Codes:

IN	Introduction to Correctional Probation
LG	Legal
CM	Communications
IO	Intake and Orientation
CLM	Caseload Management
SO	Supervision of Offenders
FS	Field Supervision
FR	Firearms for Criminal Justice Officers
DT	CMS Criminal Justice Defensive Tactics
FA	First Aid for Criminal Justice Officers

AGENDA ITEM: H

General Information Agenda Item: Commission Basic Recruit Training Programs and Advanced and Specialized Training Program Courses (Update)

ISSUE

This agenda item is presented to inform the Commission of the most current Commission-approved basic recruit training programs, advanced training program courses, and specialized training program courses.

EXECUTIVE SUMMARY

1. Pursuant to s. 943.17, F.S., the Commission is responsible for the development and maintenance of basic recruit, advanced, and specialized training programs for Florida law enforcement, correctional, and correctional probation officers.
2. Basic recruit, advanced, and specialized training programs approved by the Commission and their effective dates are on **pages 2–7**.

RECOMMENDATION(S): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

SUPPORTING INFORMATION

1. Commission Basic Recruit Training Programs: Full Basic Recruit Training Programs, **page 2**.
2. Commission Basic Recruit Training Programs: Cross-Over Basic Recruit Training Programs, **page 2**.
3. Commission Basic Recruit Training Programs: Auxiliary Basic Recruit Training Programs, **page 2**.
4. Commission Basic Recruit Training Programs for Special Operations Forces Basic Recruit Training Programs, **page 2**.
5. Commission Advanced Training Program Courses, **pages 2–4**.
6. Commission Specialized Instructor Training Program Courses, **pages 4–5**.
7. Commission Specialized Training Program Courses, **pages 5–7**.

ATMS Program Number	Commission Basic Recruit Training Programs Full Basic Recruit Training Programs	Course Hours	Courses E-Effective U-Updated
2010	Florida Basic Recruit Training Program: Law Enforcement (Version 2025.07)	770	E-07/01/21 U-07/01/25
3016	Florida Basic Recruit Training Program: Corrections (Version 2025.07)	445	E-07/01/25
2011	Florida Correctional Probation Basic Recruit Training Program (Version 2025.07)	562	E-07/01/21 U-07/01/25

ATMS Program Number	Commission Basic Recruit Training Programs Cross-Over Basic Recruit Training Programs	Course Hours	Courses E-Effective U-Updated
3019	Crossover Training Program for Florida Law Enforcement Officer to Correctional Officer (Version 2025.07)	223	E-07/01/25
3010	Correctional Officer Crossover Training to Florida Law Enforcement Academy (Version 2025.07)	518	E-07/01/22 U-07/01/25
3017	Crossover Training Program for Florida Correctional Officer to Correctional Probation Officer, (Version 2025.07)	336	E-07/01/25
3018	Crossover Training Program for Florida Correctional Probation Officer to Correctional Officer (Version 2025.07)	223	E-07/01/25
3021	Crossover Training Program for Florida Correctional Probation Officer to Law Enforcement Officer (Version 2025.07)	520	E-07/01/25

ATMS Program Number	Commission Basic Recruit Training Programs Auxiliary Basic Recruit Training Programs	Course Hours	Courses E-Effective U-Updated
3015	Florida Basic Recruit Training Program: Florida Law Enforcement Auxiliary Academy (Version 2025.07)	360	E-07/01/21 U-07/01/25

ATMS Program Number	Basic Recruit Training Programs For Special Operations Forces Recruits	Course Hours	Courses E-Effective U-Updated
3013	Law Enforcement Basic Recruit Training for Special Operations Forces Recruits (Version 2025.07)	490	E-07/01/21 U-07/01/25
3020	Correctional Officer Basic Recruit Training for Special Operations Forces (Version 2025.07)	214	E-07/01/25
3014	Correctional Probation Basic Recruit Training for Special Operations Forces Recruits (Version 2025.07)	352	E -07/01/21 U-07/01/25

Scores are shown for courses that require an end-of-course exam and have an established passing score. 11B-35.001(10)(d)

ATMS Course Number	Commission Advanced Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
006	Line Supervision (Version 2021.05)	80%	80	E-05/14/21 U-06/16/21
011	Developing and Maintaining a Sound Organization (Version 2011.04)	80%	40	E-04/01/11 U-02/18/21

ATMS Course Number	Commission Advanced Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
013	Building and Maintaining a Sound Behavioral Climate (Version 2011.04)	80%	40	E-04/01/11 U-02/18/21
016	Narcotics and Dangerous Drugs (Version 2012.04)	80%	40	E-04/01/12 U-06/13/22
020	Case Preparation and Court Presentation (Version 2010.10)	80%	40	E-10/01/10 U-06/04/21
032	Special Tactical Problems (Version 2010.10)	80%	40	E-10/01/10 U-02/24/21
036	Injury and Death Investigations (Version 2010.04)	80%	40	E-04/04/10 U-03/02/21
047	Interviews and Interrogations (Version 2010.04)	80%	40	E-04/01/10 U-03/03/21
050	Stress Management Techniques (Version 2006.04)	80%	40	E-04/01/06 U-01/19/21
057	Discipline and Special Confinement Techniques (Version 2010.01)	80%	40	E-01/01/10 U-03/01/19
068	Advanced Report Writing and Review (Version 2010.04)	80%	40	E-04/01/10 U-03/10/21
074	Substance Abuse and Awareness and Education (Version 2012.04)	80%	40	E-04/01/12 U-03/17/21
077	Underwater Police Science and Technology (Version 2013.05)	80%	80	E-05/09/13 U-02/16/21
085	Emergency Preparedness for Correctional Officers (Version 2006.11)	80%	40	E-01/01/06 U-03/10/21
087	Advanced Traffic Homicide Investigations (Version 2011.04)	80%	80	E-04/01/11 U-03/05/21
088	Traffic Crash Reconstruction (Version 2011.04)	80%	80	E-04/01/11 U-02/19/21
090	School Resource Officer (Version 2019.05)	80%	40	E-05/02/19 U-07/27/21
091	Domestic Intervention & Investigations (Version 2021.08)	80%	40	E-08/19/21
094	Drug Abuse Resistance Education (D.A.R.E.) – FDLE Instructed Only	80%	80	NA
094 & 097	Drug Abuse Resistance Education (D.A.R.E)	80%	40	NA
096	Drug Abuse Resistance Education (D.A.R.E.)	80%	40	NA
098	Basic Traffic Homicide Investigations (Version 2011.04)	80%	80	E-04/01/11 U-02/06/21
100	Crimes Against the Elderly (Version 2012.10)	80%	40	E-10/01/12 U-02/24/21
107	Middle Management (Version 2024.08)	80%	40	E-08/15/24
809	Field Training Officer Course for Law Enforcement Officers (Version 2010.04)	80%	40	E-04/01/10 U-10/01/25
1100	Field Training Officer Course for Correctional Officers (Version 2010.10)	80%	40	E-10/01/10 U-10/01/25
1138	Violent Crime Investigator Training Course (Version 2025.10)	80%	40	E-10/30/25
1151	Conducting Background Investigations (Version 2014.12)	80%	40	E-12/01/14 U-02/05/21
1152	Investigation and Supervision of Officer- Involved Deadly Force Incidents (Version 2012.07)	80%	40	E-08/09/12 U-02/05/21

ATMS Course Number	Commission Advanced Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
1158	Speed Measurement Course (Version 2008.08)	80%	40	E-08/07/08 U-02/17/21
1163	Gangs and Security Threat Groups (Version 2012.10)	80%	40	E-10/01/12 U-02/05/21
1165	Spanish for Criminal Justice Professionals (Version 2011.04)	80%	40	E-04/01/11 U-04/01/25
1166	Advanced Investigative Techniques of Human Trafficking Crimes (Version 2024.05)	80%	40	E-05/16/24
1170	Adult Sex Crimes Investigations (Version 2017.01)	80%	40	E-01/26/17 U-10/01/25
1171	Child Sex Crimes Investigations (Version 2017.05)	80%	40	E-05/11/17 U-10/01/25
1172	Child Abuse Investigations (Version 2018.08)	80%	40	E-08/03/18 U-07/27/21
1400	School Resource Officer Fundamentals (Version 2019.05)	80%	80	E-05/02/19
1404	Interventions and Response (Version 2019.05)	80%	40	E-05/02/19
1405	Advanced Defensive Tactics (Version 2019.10)	80%	40	E-10/31/19 U-03/16/21
1416	Behavioral Threat Assessment and Management for Practitioners (Version 2022.02)	80%	40	E-02/17/22
1420	Crisis Response and Management (Version 2022.11)	80%	40	E-11/03/22 U-06/03/25
1423	Economic Crime Investigations (Version 2023.08)	80%	40	E-08/10/23 U-10/01/25
1424	Hostage and Crisis Negotiations (Version 2023.08)	80%	40	E-08/10/23
3022	Investigating Crimes Against Animals (Version 2024.10)	80%	40	E-10/31/24 U-10/01/25

Scores are shown for courses that require an end-of-course exam and have an established passing score. 11B-35.001(10)(d)

ATMS Course Number	Commission Specialized Instructor Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
800	Vehicle Operations Instructor Course (Version 2015.07)	85%	40	E-07/01/15 U-11/21/25
801	Handgun Instructor Course (Version 2023.07)	85%	44	E-07/01/23 U-11/21/25
802	Defensive Tactics Instructor Course (Version 2019.10)	85%	80	E-10/31/19 U-11/21/25
1110	Breath Test Instructor Course-Intoxilyzer 8000 (Version 2015.08)	85%	40	E-08/01/15
1111	Breath Test Instructor Renewal Course (Version 2025.09)	85%	8	E-11/01/25
1114	First Aid Instructor Course (Version 2023.02)	85%	40	U-11/21/25
1115	General Instructor Refresher Course (Version 2021.02)	85%	8	E-02/11/21 U-07/25/25
1117	Breath Test Instructor Course-Intoxilyzer 9000 (Version 2025.09)	85%	40	E-11/01/25

ATMS Course Number	Commission Specialized Instructor Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
1159	Speed Measurement Instructor Course (Version 2011.07)	85%	40	E-07/01/11 U-04/09/21
1186	Florida General Instructor Techniques (Version 2020.11)	85%	64	E-11/05/20 U-07/25/25
1199	Canine Team Training Instructor Course (Version 2014.08)	85%	80	E-08/08/14 U-10/01/25
1201	Handgun Instructor Update Course (Version 2022.08)	85%	24	E-08/18/22 U-10/31/24
1403	Single Officer Response to Active Threat and Shooter Incidents Instructor (Version 2019.05)	85%	16	E-05/02/19 U-06/25/25
1419	First Aid Instructor Update Course—Online (Version 2022.08)	N/A	4	E-08/18/22
2001	Role-play Scenarios for Facilitative Learning—Blended (Version 2016.08)	85%	10 (2 online/ 8 classroom)	E-08/04/16 U-2/15/21
3024	Patrol Rifle Instructor Course (Version 2025.07)	85%	32	E-07/01/25 U-10/01/25
3025	Shotgun Instructor Course (Version 2025.07)	85%	24	E-07/01/25 U-10/01/25

Scores are shown for courses that require an end-of-course exam and have an established passing score. 11B-35.001(10)(d)

ATMS Course Number	Commission Specialized Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
021	Criminal Law (Version 2016.09)	N/A	40	E-09/04/16 U-02/09/21
022	Autism Spectrum Disorder Awareness (Version 2017.10)	N/A	4	E-10/05/17 U-12/09/24
023	Eyewitness Identification—Online (Version 2017.11)	N/A	1	E-11/09/17 U-02/09/21
056	Organized Crime (Version 2016.09)	N/A	40	E-09/04/16 U-06/21/22
732	Traffic Control Officer for Civilians (Version 2013.10)	80%	8	E-10/01/13 U-02/10/21
850	Agency Inspector Course-Intoxilyzer 8000 (Version 2025.09)	80%	24	E-11/01/25
851	Breath Test Operator Course-Intoxilyzer 8000 (Version 2025.09)	80%	16	E-11/01/25
852	Breath Test Operator Course-Intoxilyzer 9000 (Version 2025.09)	80%	16	E-11/01/25
853	Agency Inspector Course-Intoxilyzer 9000 (Version 2025.09)	80%	24	E-11/01/25
950	Agency Inspector Renewal Course (Version 2015.08)	80%	6	E-08/01/15
951	Breath Test Operator Renewal Course (Version 2015.08)	80%	4	E-08/01/15
1131	Human Diversity In-service Training for Discriminatory Profiling and Professional Traffic Stops (Version 2001.10)	N/A	4	E-10/01/01 U-06/13/22
1132	Parking Enforcement Specialist for Civilians (Version 2014.02)	80%	16	E-02/06/14 U-02/10/21
1133	Selective Traffic Enforcement Program for Civilians (Version 2014.02)	80%	80	E-02/06/14 U-01/19/21

ATMS Course Number	Commission Specialized Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
1134	Criminal Justice Officer Ethics (Version 2005.04)	N/A	8	E-04/01/05 U-10/09/20
1149	Special Populations (Version 2012.10)	N/A	32	E-10/01/12 U-02/26/21
1185	Elder Abuse Investigations (Version 2012.10)	N/A	4	E-10/01/12 U-03/01/21
1189	Physical Fitness Trainer Course (Version 2011.05)	N/A	32	E-05/19/11 U-02/23/21
1194	Responding to Veterans (Version 2012.05)	N/A	16	E-05/10/12 U-03/03/21
1196	Contraband Forfeiture (Version 2012.11)	N/A	16	E-11/01/12 U-02/24/21
1197	STEP Course for Red Light Cameras (Version 2012.11)	N/A	40	E-11/01/12 U-07/27/21
1198	Canine Team Training Course (Version 2014.08)	80%	480	E-08/07/14 U-10/01/25
1401	Crisis Intervention Training for School Resource Officers (Version 2019.05)	N/A	24	E-05/02/19 U-02/12/21
1402	Single Officer Response to Active Threat and Shooter Incidents (Version 2019.05)	N/A	16	E-05/02/19 U-03/06/23
1406	Risk Protection Orders—Online (Version 2019.10)	N/A	1	E-10/31/19 U-02/09/21
1407	Identify and Investigate Human Trafficking for Law Enforcement Officers—Traditional Classroom (Version 2020.05)	N/A	4	E-05/07/20 U-03/25/21
1408	Identify and Investigate Human Trafficking for Law Enforcement Officers—Online (Version 2020.05)	N/A	4	E-05/07/20
1410	Recognizing Head Injuries in Infants and Children—Online (Version 2021.02)	N/A	1	E-02/11/21
1411	De-escalation Techniques for Criminal Justice Officers (Version 2021.05)	N/A	16	E-05/06/21 U-05/18/22
1414	Misuse of Electronic Databases—Online (Version 2021.11)	N/A	1	E-11/04/21
1415	Duty to Intervene (Version 2022.02)	N/A	8	E-02/17/22
1417	Behavioral Threat Assessment for Officers—Online (Version 2022.02)	N/A	1	E-02/17/22
1418	Victims of Sexual Offenses—Online (Version 2022.05)	N/A	2	E-05/12/22
1421	Recognize & Respond to Mental Health & Substance Abuse Emergencies (Version 2023.08)	N/A	8	E-08/10/23
1422	Mental Health and Wellness for Criminal Justice Officers—Online (Version 2023.05)	N/A	2	E-05/18/23
2002	Property Repossession Processes—Online (Version 2014.11)	N/A	2	E-11/06/14 U-02/17/21
2008	District Courts of Appeal Marshal Minimum Standards Training Program (Version 2014.11)	80%	40	E-11/06/14 U-06/10/22
2009	Diabetic Emergency and Officer Response—Online (Version 2015.10)	N/A	2	E-10/01/15 U-02/16/21
3023	Recognizing Crimes Against Animals (Version 2024.10)	N/A	16	E-10/31/24 U-10/01/25

ATMS Course Number	Commission Specialized Training Program Courses	Score	Course Hours	Courses E-Effective U-Updated
3026	Patrol Rifle Operator Course (Version 2025.07)	N/A	32	E-07/01/25
3027	Shotgun Operator Course (Version 2025.07)	N/A	24	E-07/01/25
3028	Lethality Assessment Training for Law Enforcement Officers (Version 2025.06)	N/A	1	E-06/09/25
3029	Alzheimer's Disease and Related Dementia's Training for Criminal Justice Officers—Online (Version 2025.05)	N/A	2	E-05/15/25
3031	STEP for Traffic Enforcement Camera Systems (Version 2026.02)	N/A	24	E-02/19/26

AGENDA ITEM: I

General Information Agenda Item: Officer Discipline Statistics

ISSUE

This agenda item is presented to advise the Commission of the statistics for July 2025 – March 2026: Fiscal Year 2025 – 2026 (3rd Quarter) for the Probable Cause Cases; Active Open Cases; Commission Disciplinary Case Report, Commission Case Dispositions, and Violations Report.

EXECUTIVE SUMMARY

1. **Probable Cause Cases:** As of March 31, 2026, **462** probable cause cases have been presented during FY 2025 – 2026:
   - July – 0 cases
   - August – 74 cases
   - September – 84 cases
   - October – 104 cases
   - November – 0 cases
   - December – 79 cases
   - January – 0 cases
   - February – 73 cases
   - March – 48 cases
   - April – 0 cases
   - May – 0 cases
   - June – 0 cases
2. **Active open cases:** As of March 31, 2026, 2,007 cases are open in the following categories:
   - Awaiting information: 1,079 cases (53.76%).
   - Pending probable cause: 59 cases (2.94%).
   - Pending final Commission action: 459 cases (22.88%).
   - Pending formal hearing: 147 cases (7.32%).
   - Probation/Suspension: 263 cases (13.10%).
3. July 2025 – March 2026, Commission Disciplinary Case Report: Commission Case Dispositions. See supporting information on **page 2**.
4. Violations Report: Most Frequent Violations presented to Commission and the Most Frequent Violations Resulting in Revocation or Relinquishment are on **page 3**.
5. Respondents who have completed probation or suspension are on **page 4**.
6. Officer discipline cases added to the National Decertification Index for the period July 2025 – March 2026:

   329 **Revocations; and** 81 **Voluntary Relinquishments**.

RECOMMENDATION(s): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CJS&T COMMISSION DISCIPLINARY CASE REPORT FOR JULY 2025 TO MARCH 2026

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	51,606	219	341	16	203	0.227
Correctional	31,113	463	588	23	440	0.492
Correctional Probation	2,188	12	15	2	10	0.011
Concurrent	4,570	33	50	4	29	0.032
TOTAL	**89,477**	**727**	**994**	**45**	**682**	**0.762**

Case Dispositions by the CJS&T Commission

Certification Type	No Caused Dismissed Withdrew Application	Letter of Acknow-ledgment	Letter of Guidance	Probation	Suspended	Reprimand	Denied	Voluntary Relinquished	Revoked	TOTAL
Law Enforcement	16	22	6	21	40	0	2	42	70	**219**
Correctional	23	26	13	33	54	0	21	47	246	**463**
Correctional Probation	2	0	0	1	2	0	0	5	2	**12**
Concurrent	4	3	1	2	5	0	0	5	13	**33**
TOTAL	**45**	**51**	**20**	**57**	**101**	**0**	**23**	**99**	**331**	**727**

CJS&T COMMISSION VIOLATIONS REPORT FROM JULY 2025 TO MARCH 2026

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
58-False Statement	98-DUI	4-DUI	13-DUI
30-DUI	40-False Statements	2-Battery	4-Fraud
23-Misuse of Public Position	37-Unprofessional Relationship	2-Unprofessional Relationship	3-False Statement
13-Petit Theft	31-Marijuana-Test Positive	1-Misuse of Public Position	3-Battery
12-Perjury	25-Battery-Domestic Violence	1-Marijuana-Test Positive	3-Unlawful of Use of Two-way Device

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
23-False Statement	40-DUI	2-Battery	5-DUI
9-Misuse of Public Position	34-Unprofessional Relationships	2-Unprofessional Relationship	4-Fraud
9-Petit Theft	25-Marijuana-Test Positive	1-Misuse of Public Position	2-Battery
9-Fraud	23-False Statements	1-Marijuana-Test Positive	1-Official Misconduct
7-Perjury	12-Battery-Domestic Violence		1-False Statement

RESPONDENTS WHO HAVE COMPLETED THEIR PROBATION OR SUSPENSION

Respondent's Name	Case Number	Date Probation/Suspension Completed
Adkins, Kassandra	50522	3/31/2026
Archambeau, Matthew	50700	3/3/2026
Baker, Michael D	47619	3/17/2026
Basnaw, Robert Lynn III	49763	1/14/2026
Bogwandas, Joshua	50526	3/3/2026
Conyers-DeCent, Isaiah Jame	51645	3/31/2026
Delgado, Astrubal	47867	1/14/2026
Gary, Catera	49870	3/12/2026
Hamilton, Rodney	51491	3/3/2026
Hardy, Brian S	51647	3/31/2026
Hyman, Lorraine	50943	1/28/2026
Jackson, Santriono Diez	52203	3/17/2026
Johnson Daniel	45382	1/27/2026
Larmond, Kareem	49334	2/3/2026
Luna, Anthony	46192	1/27/2026
Maloy, Lance	49161	3/11/2026
McLaughlin-Mosqueira, Jean Emmanuel	47145	3/3/2026
Motola, Jeffrey	49871	3/17/2026
Mustafa, Andrea	51149	3/11/2026
Pierre, Shane	47379	3/25/2026
Saint Jacques, Gregory P	49162	2/10/2026
Spear, Thomas B	48355	1/21/2026
Tolson, Michael	50835	1/7/2026
Trenisia R Lindsey	49245	1/23/2026
Walker, Kimberly A	50863	3/12/2026

AGENDA ITEM: J

General Information Agenda Item: Curriculum Updates Pursuant to Section 943.17, F.S.

ISSUE

This agenda item is presented to the Commission in compliance with the statutory requirement for staff to advise the Commission of any revision to approved basic recruit, advanced, and specialized curricula.

EXECUTIVE SUMMARY

1. Pursuant to s. 943.17, F.S., the Commission is responsible for the development and maintenance of basic recruit, advanced, and specialized training programs for Florida law enforcement, correctional, and correctional probation officers. Section 943.17(3), F.S., provides that the Commission is responsible for the accuracy of curriculum content through the identification and revision of typographical or grammatical errors, incorrect statutory citations, or information which can be identified as inaccurate by superior references. The statute states that the Commission shall be advised of any revision, and a copy of revised curricula shall be provided to all criminal justice training schools.
2. Curriculum alerts were created in an ongoing effort to ensure that Florida officers receive accurate and up-to-date information in curricula approved by the Criminal Justice Standards and Training Commission. Curriculum alerts document revisions to approved curricula that are considered critical in nature. Revisions come from several sources including subject matter experts, instructors, officers, agencies, and superior references, such as the legislature and a court of jurisdiction. Curriculum alerts are distributed to training schools and posted on the FDLE website and the Automated Training Management System.
3. To further formalize and document revisions to the Commission's approved curricula under s. 943.17(3), F.S., an issue is included in each quarterly meeting packet to identify the Commission courses that have been revised within the previous quarter.
4. The curriculum changes that are reflective of "legislative action" only will be included in this agenda item. Impacted course curricula will be distributed to the training schools and certified instructors with other Commission-approved curriculum updates.

RECOMMENDATION(S): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

SUPPORTING INFORMATION

2026-01—February 06, 2026—Florida Basic Recruit Training Program: Corrections, Chapter 9 Critical Incidents Instructor Guide (Version 2025.07): Removes suggested activities related incident command system to reflect the fact that the Federal Emergency Management Agency (FEMA) courses related to incident command system are not required for students in the Correctional Officer Basic Recruit Training Program

Criminal Justice Standards and Training Commission
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Curriculum Alert

February 6, 2026

Curriculum Alert 2026-01

Florida Basic Recruit Training Program
Corrections, Chapter 09 – Critical Incidents Instructor Guide
Version 2025.07

Effective immediately, please make the following changes to reflect the fact that the Federal Emergency Management Agency (FEMA) courses related to incident command system are not required for students in the Correctional Officer Basic Recruit Training Program. Previously, these were included as suggested activities in the curriculum and are being removed altogether to avoid confusion.

REVISIONS

Page 246

Unit 1: Identifying Critical Incidents
Lesson 1: Responding to a Critical Incident

CO911.5 List guidelines for an evacuation

Describe evacuation techniques.

Describe a lockdown and the reasons for using a lockdown.

~~Google search "Federal Emergency Management Agency (FEMA) training ISP courses." Unless otherwise incorporated in training, have students complete the following courses:~~

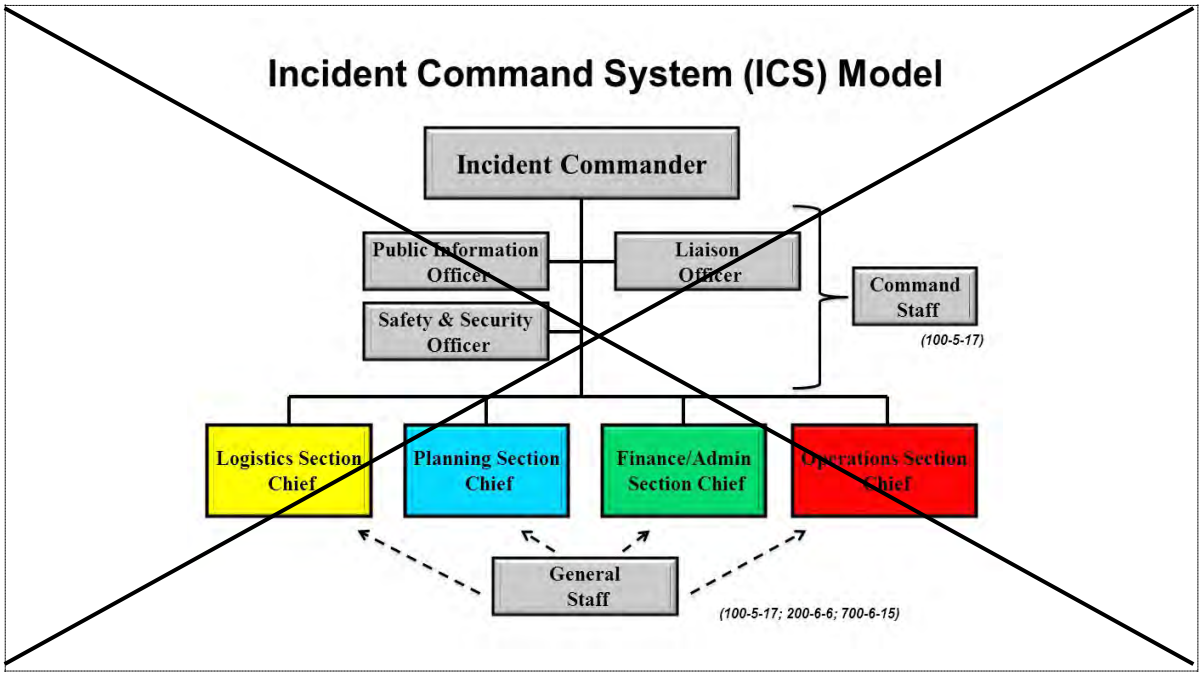
- ~~IS-100C: Introduction to the Incident Command System~~
- ~~IS-200.C: Basic Incident Command System for Initial Response~~
- ~~IS-700.B: An Introduction to the National Incident Management System~~
- ~~IS-800.D: National Response Framework, An Introduction~~

Criminal Justice Standards and Training Commission
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Curriculum Alert

~~Explain the role of the correctional officer within the scope of an incident command system (ICS).~~

~~Draw a model organization chart for an ICS. Use your own experience or see the example below:~~



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GR/mvb

AGENDA ITEM: K

Criminal Justice Standards and Training Trust Fund Revenue Report for Fiscal Year 2025 – 2026

ISSUE

This agenda item provides information to the Commission about Criminal Justice Standards and Training Trust Fund revenues, officer training disbursements and the trust fund cash balance for Fiscal Year 2025 – 2026.

EXECUTIVE SUMMARY

1. For the Fiscal Year 2025 – 2026, the Legislature allotted the Criminal Justice Professionalism Division **$18.65 million** between general revenue and the Criminal Justice Standards and Training Trust Fund. The trust fund is only providing salary dollars for staff. All other expenditures are from general revenue.
2. The operating budget for officer training in Fiscal Year 2025 – 2026 totals **$6,438,542** which provides **$78.56** for each of the state's 81,957 officers. Disbursements for the fourth quarter of the fiscal year will be **$6,438,542**.
3. The beginning cash balance in the trust fund on July 1, 2025, was **$8,640,097**.
4. Cash balance on March 31, 2026, was **$9,873,841.**

RECOMMENDATION(S): This agenda item does not require Commission action.

VOTING IMPACT

CONSEQUENCES OF A "YES" VOTE ON STAFF RECOMMENDATION: A vote is not required.

CONSEQUENCES OF A "NO" VOTE ON STAFF RECOMMENDATION: A vote is not required.

