

Officer Discipline Training



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



October 12 - 14, 2026
Florida Department of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308

Officer Discipline is a 24-hour course designed to provide participants with a comprehensive understanding of the various aspects of management issues relating to officer misconduct, internal affairs investigations, and the discipline process. An effective officer discipline process requires a credible investigation conducted without bias and in accordance with professional practices, agency policy, and current laws. Using a combination of lecture and case studies, *Officer Discipline* delivers useful information for evaluating agency policies and procedures, as well as defining the role of the agency chief executive, the internal affairs investigator, police unions, and the Criminal Justice Standards and Training Commission (CJSTC) in the discipline process.

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

Comments from past attendees

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

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

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

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

Instructors:

Jay Romine began his career with the Holmes Beach Police Department as a part-time patrol officer in 1979. Since that time, he served as a patrol officer, patrol sergeant, detective sergeant, lieutenant, assistant chief of police and served as the chief of police from July 1993 until his retirement in January of 2013. In May of 2013, Mr. Romine was appointed as the Director of the Law Enforcement Academy at Manatee Technical College in Bradenton, Florida and served until his retirement in October of 2025.

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

Paul A. Villaverde is a law enforcement supervisor within a law enforcement agency in Miami-Dade County. He has served its citizens for over 30 years. Sergeant Villaverde has a vast amount of work experience, knowledge and training derived from his work and supervisory assignments, which include: the, Homicide Bureau, Executive Officer to the Head of Agency (oversaw Governmental Affairs), Media Relations Section, Sergeant At Arm's Unit, Robbery Bureau, Narcotics Bureau, Warrants Bureau, Professional Compliance

Bureau, General Investigations Unit, Crime Suppression Team and previously detached as a Task Force officer for the US Marshal's Service, and to Alcohol, Tobacco, Firearms & Explosives (ATF). Sergeant Villaverde currently supervises the Homicide Bureau Cold Case Unit and is an active member for over 21 years of the Special Response Team's Hostage Negotiator Unit.

Tuition for this course is paid for by Region 15 funds.

Registration:

To register for this class, go to the registration link below provided and follow the prompts for a quick, easy registration:

[OFFICER DISCIPLINE TRAINING OCTOBER 2026 REGISTRATION](#)

****In addition, please notify Michael Fraser at Florida Public Safety Institute that you are planning to attend (as they are funding the event). His contact is michael.fraser@tsc.fl.edu.**

Location and Dates:

Florida Department of Law Enforcement
2331 Phillips Road
Tallahassee, FL 32308

Monday, October 12, 2026	8:30 A.M. – 5:00 P.M.
Tuesday, October 13, 2026	8:30 A.M. – 5:00 P.M.
Wednesday, October 14, 2026	8:30 A.M. – 5:00 P.M.

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

Accommodations will be made for individuals with disabilities as defined by the Americans with Disabilities Act (ADA). If accommodation is needed, please contact the FDLE ADA Liaison at (850) 410-7900.

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

A certificate is provided upon completion of this course.