

Received 8-18-2025
from Lt. Holland

SATELLITE BEACH POLICE

510 CINNAMON DRIVE
SATELLITE BEACH, FL 32937-3197

Telephone (321) 773-4400
FAX (321) 773-5414



Jeff M. Pearson
Chief of Police

To: Brittany Retherford, City Manager,

I am writing to formally express a series of serious and ongoing concerns regarding the current leadership of our agency under the Chief of Police. These concerns reflect a persistent pattern of absenteeism, ethical failures, and mismanagement that have significantly impacted the morale, effectiveness, and professional integrity of this department.

The Chief's prolonged and repeated absence from day-to-day operations has created a substantial leadership void. His lack of consistent engagement with staff, minimal presence within the building, and absence from critical agency matters have resulted in a breakdown in communication, guidance, and direction. This has led to declining morale, organizational instability, and a significant loss of confidence in his leadership.

In addition to his regular absenteeism, the Chief frequently attends conferences throughout the year, often at great expense to the city and its taxpayers. These trips cost the city thousands and thousands of dollars annually, covering airfare, lodging, per diem, and registration fees. However, there is no measurable return on this investment. Upon his return, the Chief fails to brief staff or agency personnel on any takeaways, best practices, or relevant updates from these events. It is believed that while attending these conferences, the Chief does not fully participate in the scheduled seminars and workshops, as he has bragged about this behavior in the past. This repeated behavior raises serious concerns about the legitimacy and purpose of these expenditures, as well as the Chief's commitment to professional development and the responsible use of city resources.

Equally troubling is the authority the Chief has delegated to his administrative assistant, who is not a sworn law enforcement officer and holds no supervisory or command rank. This individual has been permitted to operate as a de facto member of the command staff in the Chief's absence—making decisions, directing operations, and engaging in personnel matters that are far beyond the scope of her role. Her behavior, marked by gossip, dishonesty, and manipulation, has contributed to a toxic workplace environment.

Despite multiple complaints, the Chief has taken no action to correct this behavior. In fact, when a formal internal investigation was conducted into her conduct, which was conducted by the Chief, the Chief ultimately manipulated the outcome to protect both himself and the assistant—an act that severely compromised the integrity of the process and further eroded trust within the agency.

This toxic dynamic has resulted in the resignation of multiple respected and experienced sworn and civilian staff members, all of whom cited a lack of leadership, ethical concerns, and an unhealthy work environment as their reasons for leaving.

Over several years, the Chief has also failed to act when officers were clearly struggling with substance abuse issues. Multiple officers in need of help received no support or intervention, resulting in three being arrested for driving under the influence. These incidents could have been prevented had the Chief taken an active role in addressing the problem.

Similarly, when an officer was facing a mental health crisis, the Chief instructed a command staff member to avoid involvement, stating, *"We do not care what that officer does while off duty."* This level of disregard for the welfare of our personnel is unacceptable and stands in direct conflict with our core values.

Adding to these concerns is the Chief's open admission that he remains in his role only to benefit from the financial incentives available through the Deferred Retirement Option Program (DROP). This admission confirms that his continued service is not driven by dedication to the agency, its members, or the community—but purely by personal financial gain.

Given these ongoing issues, I strongly recommend that a forensic audit be conducted on the Chief's timekeeping records. This should include a comprehensive review of timesheets, all documented leave, conference attendance, and any periods of personal business activity during duty hours. This audit should also evaluate whether time has been fraudulently reported or misused for personal benefit.

Additionally, a full audit of the Chief's Career Development folder, since inception, is warranted to investigate potential misrepresentation or fraud regarding the city's bonus incentive program. To qualify for this bonus, employees must volunteer their time in a way that promotes the police department through community service. There are credible concerns that the Chief may have submitted non-qualifying activities to meet this threshold, resulting in the improper issuance of city funds.

Furthermore, the Chief routinely permits back-office civilian staff to leave work early the day prior to every scheduled city holiday—without requiring the use of vacation or personal leave. These hours are not deducted from timecards and are instead fraudulently reported as regular work hours. This practice, carried out with the Chief's knowledge and consent, constitutes timecard fraud and an inappropriate use of taxpayer dollars.

The department is in crisis—not because of the efforts of its personnel, who continue to serve with professionalism despite these conditions—but because of a complete failure of leadership at the highest level. It is imperative that these concerns be investigated thoroughly, independently, and without interference.

The community, the agency's personnel, and the integrity of the department itself deserve ethical, present, and committed leadership. These issues will only continue to worsen without meaningful intervention.

Respectfully,

Concerned Personnel of the Department

Complaint and Investigation: Chief of Police Jeff Pearson

Initial Complaint

Lt. Anthony Holland requested an in-person meeting with City Manager Brittany Retherford (CM) to express concerns about issues within the Police Department. This meeting was held on Monday 8/19/25 at 9am. Also present was Assistant City Manager Suzanne Sherman (ACM). Lt. Holland provided a two-page written statement, signed "Concerned Personnel of the Department" and stated that he had drafted this sometime back and had been sitting on it, deciding whether he should come forward or not. He mentioned that his concerns were shared by others and provided names of both current and former employees.

Areas of concern addressed in the written statement and in further comments made by Lt. Holland during the meeting:

1. Loss of confidence in Chief's leadership:

- a. Lack of consistent engagement with staff, low morale, and no support, minimal presence in the building; when out of the office, rarely sends emails to tell department who is in charge. Rarely comes out to any calls and doesn't know anything about significant calls.
- b. Frequently attends conferences but never brings any briefings or updates back to staff.
- c. Came to volunteer appreciation event, made a speech, then took food to go because he had a tee time. Attended Florida Leadership Academy to teach a class, but did not stay for the graduation of his own employee.
- d. Heard he showed up drunk at the Catino Park renaming ceremony.
- e. Administrative Assistant Michele Heyn brought in a 6-pack of Bud light and put it in the staff kitchen with a "free to good home" sign. When concerns were expressed about this being a violation of policy, it was given to the cleaning crew.
- f. Lack of active engagement to address issues with substance abuse/mental health issues of personnel.
- g. Concerned about 4 hours each day, there is no supervisor scheduled on shift which creates unnecessary overtime.
- h. Get in trouble for going to talk to anyone in City Hall
- i. Grateful resident donated a \$500 Ember & Oak gift card to the department. Discussion was it would be used to buy a meal for the department staff. Believes it was used to take the accreditation assessors out to lunch.
- j. A volunteer application was rejected due to prior felony convictions. Chief said he was a friend and business owner, "let me see what we can do".

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

- a. Documented leave time and personal business activity during duty hours
- b. Use of city vehicle for other than City purposes (newer vehicle with 56K miles)

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

- a. People with targets on their backs get pushed out
- b. Administrative assistant has been given authority as if she were a member of command staff. She is referred to as "Chief Michele". Has a clique (Ashley Cawley, Tim Calie, Megan Roane)
- c. Employees have left because of Michele's behaviors, but the Chief does not address it. A complaint by former PD employee Julie Pollinger about a hostile work environment led to a request for an investigation. The Chief conducted the investigation, didn't interview all the right people and no corrective action occurred.

Suggested speaking with current employees including - Larry Melkonian, Don Triebell, Aimee Ybarra. And former employees: Bert Berrios, Barbara Holland, Julie Pollinger (now with Fire Department), Shaun Warburton, Kelissa Cooperwood, Philip Martinez.

Interviews Conducted

City Manager Brittany Retherford (CM) and Assistant City Manager Suzanne Sherman (ACM) conducted interviews based on the concerns raised by Lt. Holland. Interviews were not recorded; however, hand-written notes were taken by CM and ACM. All interviews were conducted by both the CM and ACM except for the meeting with Officer Bergeron when the ACM was not available.

The following staff members were interviewed:

Date	Time	
Mon 8/18/25	9:00am	Lt. Anthony Holland
Tues 8/19/25	4:00pm	Off. Jason "Jay" Bergeron
Wed 8/20/25	2:30pm	Sgt. Steve Owens
Thurs 8/21/25	9:00am	Sgt. Don Triebell
	10:00am	Tiffany Petro, Victim Advocate
	12:00pm	Former Off. Philip Martinez (resigned from PD)
	1:00pm	Julie Pollinger, former PD employee, now with Fire Dept
	3:00pm	Off. Sean McCrann
Mon 8/25/25	9:00am	Off. Aimee Ybarra

	11:00am	Sgt. Eric Anderson
	12:00pm	Off. John Housman
	1:00pm	Larry Melkonian, Dispatcher
Tues 8/26/25	3:30pm	Off. Matt Bennett
Tues 9/9/25	11:00am	Lt. Ronnie Kinsey

The series of questions asked because of Lt. Holland's initial complaint included:

- How would you describe morale in the Satellite Beach Police Department?
- How would you describe Chief Pearson's leadership of the department?
- Do you feel like Chief Pearson supports you as a member of SBPD?
- Are you aware of any former employees who left the organization as a result of Chief Pearson's leadership?
- Are you aware of any violations of department policies by Chief Pearson? Do you have any knowledge of conduct by Chief Pearson that you would consider unethical or lacking integrity?
- Can you describe the visibility of Chief Pearson in the organization on a day to day basis?
- Have you ever observed Chief Pearson intoxicated at any city-related events or activities, or at any other time while on the clock?
- Are you aware of any situations in which the Chief used his city vehicle in a manner that conflicts with policy?
- Have you or any of your co-workers been reprimanded or "spoken to" by command staff for coming to speak with the City Manager or Assistant City Manager?
- Are you aware of any incidents of retaliation by Chief Pearson toward yourself or any co-workers?
- Have you ever observed or experienced certain employees being viewed as having a "target on their back" from the Chief?
- Can you describe the level of authority and decision-making power that Administrative Assistant Michelle Heyn operates under?

A written summary of the findings and highlights of the interviews is provided below, organized around the themes expressed in the initial complaint.

Highlights of Interviews

Tues 8/19/25	4:00pm	Off. Jason "Jay" Bergeron
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1. Loss of confidence in Chief's leadership

Morale is in the toilet. Can't trust anything the Chief says. Chief's leadership is poor. The rules change depending on who you are.

Not modern or progressive. No community involvement; has suggested community opportunities and coffee with a cop, or national night out. No backing for these things.

Council meeting on 8/20 – Chief's presentation was lies, storytelling.

No Chief or Deputy Chief response on scene.

Concerns with how Lt. Frost and Sgt. Bell alcohol issues were handled.

Favoritism and lack of support - different treatment for Beans in dispatch vs. Layla as a therapy dog. Has to pay for food, doesn't have a K-9 vehicle, had to burn his vacation to work toward certified therapy dog training. City resources used to buy things for Beans.

Spring 2022, Bell accident. Cpl. Housman asked Jay about it. Chief said "It's coming and you're going to get it."

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Chief is in the office 1-2 days a week. No memos received on time away from office. Is this on city dime? Minimal time at station.

DC Hodge is often at his house and not in station as well. Believes there is timesheet fraud. He was keeping track on his computer of their time in the office/away but then dumped coffee on the laptop one day and lost everything.

Lack of fairness. Beginning of summer, supposed to be 6-weeks of acting to test White and McCrann for Sergeant, 6 weeks each. White was first and finished his full 6 weeks. McCrann only got to serve briefly before the promotion was given to White.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Employees who resigned because of it: Mike Hines, Austin Cocchiola, Philip Martinez, Brian Severns.

Michele is protected. He spoke to Chief about Julie Pollinger issue, Chief wouldn't allow him to speak about it or say anything to anyone.

Has been reprimanded or "spoken to" by command staff for coming to speak with the CM/ACM.

Wed 8/20/25	2:30pm	Sgt. Steve Owens
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1. Loss of confidence in Chief's leadership

Morale not good, it has been a steady decline. Not a whole lot of leadership. Some support but it is circumstantial. Patrol – not a lot of support from command staff. Would like more connection with command staff and patrol.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

He teaches a lot and works with FDLE, not sure if it is a policy violation. Not around often. When he is there, he'll make a lap around the building. Don't see him often, maybe 50-50 when he is around.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Lost a lot of good people. Owens is on the other side of the building so doesn't see it too much.

Helped to plan the departure parties for Bert Berrios, Barbara Holland, Julie Pollinger – all three reported the same issues with upper management and described a hostile work environment and unfair treatment. Certain people get loaded up with work and pushed out. Exit interviews haven't happened in some cases. Believes others left for similar issues – couple of dispatchers, Philip Martinez, Linda Harlow, Sherry Driggers.

Email was sent out that said absolutely under no circumstances reach out to city hall. Houseman reached out to Thomas to ask about acting pay because Bergeron as the FOP rep told him to call. Housman and Bergeron were reamed out, very nasty by Chief.

Housman was told "enjoy your pay, you'll never be a Sgt". Doesn't recall but said somebody else had a similar experience.

Has not personally experienced retaliation. But observed others with target on their backs like Bert Berrios and Lt. Holland.

It has been made clear (including in an email) that anything Michele says comes straight from the Chief. She was really rough at the start, but not so much with him.

Suggested talking with Housman and Bergeron.

Thurs 8/21/25	9:00am	Sgt. Don Triebell
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1. Loss of confidence in Chief's leadership

With Cody/Linda felt like a family. Under Chief Pearson, after a couple of years it dropped off. Chief has been disconnected for awhile, frustrating. Leadership knew Lt. Frost had a drinking problem. When he was arrested, Chief didn't show up. When Kinsey moved into Frost's office, he found alcohol in his desk. After Frost arrest, Chief didn't address it with the team for a week and a half.

Uppers aren't looking down at the team, good old boy with Chief and DC. DC comes and goes, not there too much either.

People don't feel appreciated, like they don't care.

If morale would be better officers would do more – we don't actually need this many officers and our stats are poor.

Chief blew off Sherwood's need for help – said keep the personal separate.

Dept. leadership doesn't like change. OT budget now is terrible, would help with OT and morale if 12-hour shifts but Chief said no.

As officers we don't do anything for community, like participate in the flag raising or kids back to school. Hard to get officers involved in anything.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Not often at the station, door is closed. Was at a conference where Chief taught a class but he didn't see him at the rest of the conference or at the graduation that he (Don) was being recognized at.

Michele Heyn changed the personnel policy to keep Julie Pollinger from advancing – Julie was not in the good ole boys club.

Chief gets like 5 new cars, lots of the patrol cars are old. DC almost totaled his. There is favoritism.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

There are cliques, you have to be in the clique. Michele Heyn is called "Deputy Deputy Chief". Pearson and Heyn have a pact to leave together.

You have to be in the club. If Michele got wind of something (Triebell gestured with his hand slicing across his neck). It's so frustrating, we know the department can be so much better.

One time he expressed to Michele that he didn't think that Cpl. White should be an FTO because he (Don) didn't believe White was ready. Don got written up because he said something about it.

Not an open door

Admin does what they want when they want. Lt. Holland has a target on his back. Example, he is over SRO program but was not told who was next SRO and excluded from process.

Chief's speech yesterday (at Council meeting) was not true.

Triebell was told he couldn't be in traffic homicide because of his age. That changed when they needed more officers to do it and they said he could. Classes/training are controlled; admin gets most.

Thurs 8/21/25	10:00am	Tiffany Petro, Victim Advocate
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1. Loss of confidence in Chief's leadership

Morale not good, officers are looking for other jobs. They don't feel appreciated. Not acknowledged.

Does not support staff. She sees him a couple times a month compared to Chief Butler who is very available. He is in the CAD system as "on duty" but isn't around.

Rarely acknowledges the efforts of staff, especially on high profile cases.

Valiente's retirement speech – wasn't good – he didn't really know anything about her. No last call or escort home had been arranged; the team figured that out at the retirement party and made it happen last minute.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Absentee, lacking leadership. It's all a show. He is not present, not aware. Lots of significant cases being worked on, he doesn't want to know but when he is "blindsided" he complains but they told his administrative assistant.

It is strange he is never there and always at "conferences." Does he get paid for speaking engagements? You're not supposed to double dip. Never brings anything back for department to learn. Not interested in changes/new things, like saying no to Flock cameras that would help investigations.

At the volunteer lunch, he gave a speech, Michele said "okay Chief you have to go do that important thing today" and he took a plate of food and left. Found out it was a tee time.

Allowed Michele to bring beer into the kitchen – it ended up being given to the cleaning crew.

Get's a new car every three years, it has a lot of miles on it.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

People who left – Philip Martinez, Julie Pollinger, Chris (pushed out to bring Betsy in). She personally expressed her concerns about morale to the Chief during his investigation into Julie's complaints about Michele. She shared concerns about the authority being given to the wrong person. She felt like she was heard but then he did nothing.

There is a definite clique with Michele, Betsy, Tim, Ashley.

Lt. Holland and Ybarra both have a target. Ybarra because she spoke up to Chief and she won't get promoted because of it.

People are scared. Officers worry if they say something they get a target on their back. Feels like they are set up for failure. Definite fear of retaliation. No one will come to HR.

Favoritism – certain admin staff get to go home early. "Just go home, you're fine". (Follow-up note: Tiffany called CM on Friday 8/29 to ask if staff had been given the approval to go home early because it was Labor Day weekend. It was early afternoon and all admin staff were gone for the day but Tiffany was not told anything about it or given a similar opportunity to leave.)

Refer to Michele as "Chief Michele" – she jumps in and gives directions to officers, to Lt. Holland. She oversteps and is not sworn. Chief sent an email – don't send anything to Chief unless Michele is copied.

As part of her job, she was making a pamphlet to give to officers to explain more about what she does as a victim advocate. Michele saw it on the printer, took one and then reamed out Lt. Holland for not giving it to Michele to approve it since it had the Chief's name on it.

Thurs 8/21/25	12:00pm	Former Off. Philip Martinez (left 3 months ago)
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1. Loss of confidence in Chief's leadership

Morale is terrible. Needs for police equipment, like rifles; at a Council meeting, the Mayor asked Chief at a Council meeting if they needed anything and Chief so no we are good you give us everything, but they have significant equipment needs (laptops, lights don't work, hand me down tasers from IHB, patrol cars down). Chief has had so many new cars while theirs are often broken down.

Supervisors aren't included in decisions. Usually just told – go make it happen, don't ask questions. Requests are shut down by Chief.

When rules were changed and DROP was extended, that meant Chief Pearson could stay even longer, he left because he didn't see any change coming, couldn't wait any longer.

He is retired on duty. He doesn't try to fix anything, he doesn't care.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

He is gone a lot, is his timecard accurate? How much is work related? Teaches all this leadership stuff but where does he teach his supervisors. Doesn't bring anything back from conferences, what is benefit to department.

You never know when Chief is out, no memos about when he is gone and who is in charge. You never see him like you see Chiefs at other agencies. When he is there he might ask how things are going and can I help you, but he doesn't really mean it.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Those who left: Michael Hines, Julie Pollinger. When he gave his 2 week notice after 10 years, Chief never reached out to him or asked him anything. Just got a letter accepting his resignation.

Unfair treatment. A lot are afraid of retaliation. Someone did records request for salary – got pulled into chief's office and told not to do that, got in trouble. Housman got into trouble for asking questions about acting pay (was written up).

There is favoritism. If you aren't a yes man you aren't a favorite. You get harsher discipline if you aren't favored. He stopped going to department events because Pearson says they are a family but it's not true.

Michele is "Deputy Deputy Chief". Email from Pearson, if it comes from Michele it is basically coming from Chief. She can walk through PD and say things with no repercussion. Overheard her saying to Lt. Holland that she is teaching him how to do his job. If you push back, you get pulled into Chief's office.

When Martinez gave his 2 week notice, Kinsey said he knew he was unhappy. He expected Chief to sit down with him after 10 years on the job. Chief never talked to him or pulled him into the office. All he got was a letter accepting his resignation.

Thurs 8/21/25	1:00pm	Julie Pollinger, former PD employee, now with Fire Dept.
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1. Loss of confidence in Chief's leadership

Environment is awful, toxic. When she sees officers, they say morale is terrible. She left in 2024. No leadership. Pearson and Michele are a package deal.

Due to run-ins with Michele she resigned from the department.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

He's never there, Michele is in charge.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

She left, Barbara Holland also.

When her office was moved to nearby the Chief's office, she often heard Chief, DC, and Michele talk terribly about the team, it made her sick to hear it.

People who left: Barbara Holland, Kelissa Cooperwood, Cris Bryson.

Provided her notes of complaint regarding environment and Michele's role in that. April 2024, she met with Chief and DC to go over a list of bulleted complaints – this was after she submitted her resignation, and DC asked her to stay and work through it. After a discussion got heated with Michele, she told her, this conversation is finished. Michele didn't like that and walked by her office 20 times that afternoon. The last straw for her was when a job description for a position she was preparing for in the future was changed by Michele to prevent Julie from being qualified to apply for it. Michele changed it on a weekend, had Chief sign it, and then emailed it to Julie.

Believes the investigation was just a show – Julie complained but then she was then one sent home (but Michele wasn't), the people on her list of those to be interviewed were not all interviewed, and some were afraid of retaliation so didn't speak truthfully. During the interview process, Officer White drove past her house a number of times, she thinks he was checking to see if any staff came to talk to her and give her an update on the process.

Michele responds to most of Chief's emails for him.

Thurs 8/21/25	3:00pm	Off. Sean McCrann
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1. Loss of confidence in Chief's leadership

Morale is terrible, abysmal. Huge leadership problem. Supervision problem – starts at the top; no quality, feels like hiring standards have dropped significantly. Only 2 people on during most busy time of day (4-10pm). And every day times when no supervisor on shift.

No support from leadership. Has watched department decline under Chief. FTO opinions are not listened to.

Equipment deficiencies (car issues, computers, tasers, dashcam problems); lack of sufficient training.

Frost had a well-known problem with alcohol; learned about it shortly after he started working. It was known by Chief that he would drink and drive.

Warburton (dispatcher) voiced his opinion of Chief to a new employee; Chief found out and gave him 30 days unpaid leave. When he came back he was stripped of his IT privileges. Years ago Warburton was contacted by another agency to pick up Hodge who was drunk driving.

Doesn't usually see Chief. Very rare to see him on scene anytime.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Written policy about beer, but Michele was allowed to bring a 6 pack of beer into the station "free to good home".

Confident that there was time card fraud with Frost. Lt. Frost had a well known problem with drinking and driving issues.

Rumored Chief drives intoxicated but hasn't ever seen it. Heard that Jeff and Allen came on a golf cart to Catino Park renaming and were drunk.

Whitewash of arrest of a personal friend. Happened at old Wells Fargo, male pointing a gun at the camera at McDonald's. He was arrested. Chief came to the station and let him go, charges removed.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Overwhelmingly toxic environment. Lost so much experience. This is not the same department he was hired into. There's no camaraderie. All these dispatchers left because of issues with Megan in dispatch. No training manual, poor training in dispatch.

He was actually planning to resign later this year even without another job to go to.

Overwhelming reason people leave is due to administration. Patti Noe, Beverly Ryan, Mary (dispatch supervisor), many others.

Good old boy network and favoritism. New guy on days, never had to rotate to nights. McCrann has been stuck on nights, doesn't get an option. Passed over for Sgt promotion; Sgt White has been playing basketball with Chief from the beginning.

Retaliation concerns – it is known that if you try to go somewhere else you keep it to yourself. If they find out, they will screw with your ability to leave (discipline, IA, contacting potential future employer).

Housman issue – people got in trouble for coming to city hall with question about pay for a temp assignment.

If you have any disagreement with the Chief, the telescope is pointed in your direction and you are under the magnifying glass. Cpl. Brooks, Julie Pollinger. Examples.

Don't make Michele "Deputy Deputy Chief" mad – she seems to make most of the decisions, and an email said once that anything that comes from her is the word of the Chief.

Mon 8/25/25	9:00am	Off. Aimee Ybarra
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1. Loss of confidence in Chief's leadership

Morale is horrible. Lack of leadership. Never around. Says he's available by cell or shows in system he is "at the station" but he's not.

Promotions are preordained. If you're not the one selected they dangle a carrot in front of you. No appreciation.

No open door, go through Michele. She is in charge when he's gone – she has a clique (Ashley, Betsy, etc.). Chief put out an email – copy Michele on everything, they are expected to treat Michele as if she were Pearson when he is out.

She doesn't like his speeches - they are exaggerated, he makes stuff up. She avoids city events, doesn't want to be around people who don't appreciate her.

No support; he doesn't know anything about the cases they are working on. Doesn't ever ask about people and their families. He doesn't remember her kids names.

They used to have quarterly department meetings, haven't had it in years.

He doesn't show any concern about Triebell's cancer. But wants credit for things. Like almost reprimanded Lt. Holland for initiating a meal train for Triebell and family. Chief was more upset because he didn't get credit for it. Also didn't show up for Triebell's graduation even though Chief was at the same place to teach a class.

After being ranked 3rd in Sgt promotional process, she talked to him to find out why and he said she was "too comfortable". Using an example of when she was at the dealership to receive the officer of the year rifle and she called him loudly to get his attention because he was on the phone and they were all waiting on him.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Currently on a personal vacation to Georgia in his City vehicle. Pretty sure he doesn't use vacation hours when he is gone. Leadership business he runs he gets paid twice and doesn't flex his time.

Never know when he is out of city. No notice violates policy. There are times he says he's at the station but he's not. When he is in, it might be for 2 hours and then he's gone again.

Snuck out of volunteer lunch for a tee time.

He allowed Michele to put "free beer" in kitchen. They aren't even allowed to have beer in police vehicles. She gave it to the cleaning crew.

Michele has access to all that he has access to but she is a civilian. Some of these are secure files, is that allowed?

He has boasted he will get a Tahoe before he retires. He always gets a new car. Department has lots of equipment, vehicle issues (tasers, rusted cuffs, vest issues – hers has tears but is not replaced).

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

It is hour by hour as to whether she will stay at SBPD. Others who left already: Martinez, Berrios, Warburton, Calese, Bryson, Pollinger, Clay. Also fired Ron Culp as a volunteer.

Stuff “magically” appears in your file if you upset Chief.

We have new officers training new officers due to turnover. No one wants to stay. New hire Romone ended up on road to start without uniforms.

Dispatch – Megan is a problem not dealt with. Example, dispatcher Angela is a problem, falls asleep, sent officers to wrong location at least 5 times. Multiple officers have complained; it gets swept under rug and never dealt with.

Mean Girls Club – Megan, Betsy, Michele, Ashley.

If Pearson/Michele get upset, you get talked to, get a target on your back. Like she has now because she spoke to Chief about the Julie situation. Petro has a target from Michele. Also Lt. Holland, Triebell, Housman, Bergeron, Martinez.

During issues between Michele and Julie, she wrote a document about her concerns. Had the Chief read it in her presence and asked him to put it in her file. She doesn’t think it made it there.

They will sabotage you when you leave. Amber Clay and Shaun Warburton – both got stuff in their files that wasn’t true but affected them finding other jobs.

Lt. Holland is part of command staff but doesn’t get invited to command staff meetings.

It is a good old boy network. People who have talked to the CM about this situation are afraid of retaliation. When you speak out, it is promotional suicide.

Mon 8/25/25	11:00am	Sgt. Eric Anderson
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1. Loss of confidence in Chief’s leadership

26 years on the job. With Chief Cody there was an open door policy. Now people can't share without fear of response. Things have changed. Used to have weekly meetings, haven't done it in ages.

Sergeants aren't in the loop. Only meetings are between Chief, Deputy Chief, Michele, and usually Kinsey. Kinsey tries not to rock the boat.

Communication is lacking.

Chief and Deputy Chief, both in DROP, are not that focused, both taking time off, teaching at Florida Leadership Academy.

He filled in for 30 days as LT. Had to run everything through Michele – she calls all the shots if Chief/DC are out. He felt like it went well, Michele praised him. He has fallen out of grace in the past. There is a fairness issue.

Frost could have still been an officer – but Chief didn't handle it. Chief could have done more, it was so common knowledge. But Chief is mostly like don't embarrass me, he didn't care about Frost's issue. Sherwood's issues, Holland helped to get him the help he needed.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

The \$64 million dollar question - does Chief get paid by FDLE to teach at leadership academy? You can't get paid by them and get paid by the city. Must burn your leave time.

Chief is gone a lot. Maybe in 2-3 days a week? Michele controls info.

Some years back, Chief, DC, and Frost went to FBI National Conference in Toronto. It's just a big vendor event, they didn't take vacation time. Pearson broke his arm and Frost told Anderson that Chief was drunk.

Chief and Deputy Chief are always first in line for benefits and perks. Like the career development program – it's not right that they get it, it's supposed to be for officers.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

People who left: Barbara Holland, Julie Pollinger, Shaun Warburton (a great dispatcher – the PD IT job was dangled in front of him). Retaliation – Pollinger, Holland, Warburton (“Shaun got nuked”).

Do not get on Chief’s bad side or you are going to pay for it. That’s what happened to Shaun.

Double-standard based on favoritism – he got a 2 day suspension for chasing a vehicle in violation of policy. Holland has done the same and didn’t get in trouble. This was years ago.

Discipline is not fair or equal.

Running joke – don’t screw up too much or they will take the Hubble and turn it on you, you’ll be under a microscope.

When Housman was acting, he asked Bergeron about a 5%. Anderson told Bergeron, just call Brittany. When Chief found out, he asked them, which one of you clowns when to the ACM (Brittany’s position at the time). Told Housman he would never be promoted. Housman requested a copy of his file sometime later and found out he had been written up about it.

Michele’s determination about something becomes Chief’s decision. If she is upset or happy, Chief is likewise. How is she allowed to influence Chief and Deputy Chief like this? She should be flow of info but not in rank structure and making decisions. She has heavy influence. If you cross Michele you are a marked person. People have fallen subject to her wrath.

Mon 8/25/25	12:00pm	Off. John Housman
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1. Loss of confidence in Chief’s leadership

Morale is bad, very low. Lot people are concerned, hears about it on a daily basis.

Doesn’t see Chief often, he’s not around. Hasn’t had too many negative run ins personally, heard of other issues but tries to stay out of drama. People are concerned about going to Chief.

Chief preaches open door, but if you walk over, you won't see him unless you make an appointment with Michele.

Doesn't feel supported. Equipment and vehicles are a struggle. Housman's car camera hasn't worked for like 6 years. Emma's K9 vehicle shuts off and takes 7-8 minutes to turn back on. Equipment issues like phazers, current tasers not reliable.

People don't want to speak their mind because of how Chief might react and holds grudges.

With the agency for 13 years, never saw Chief on a call at night, during the day, maybe 4-5 times during his entire career.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Chief gets to drive his city vehicle all over the state while making money. Deputy Chief does it some but not like Chief. No facts, just hearsay.

Gets a new car every other year.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Employees who left: Warburton was treated poorly, should have been dispatch supervisor. Shaun spoke his mind and was shut down from moving to IT. Also Holland, Berrios, Pollinger. With Berrios, they were slowly pushing him out. Also John Rivers. Not aware of any current employees with a target.

Biggest issue is the Chief, nobody wants to overstep, concerned about retaliation.

He asked Bergeron (FOP rep at time) about acting pay. Week before Easter, Bergeron emailed the city. Easter Sunday got an email from Michele that he and Bergeron were going to have 9am with Chief. Chief wouldn't shake his hand. Hodge and Berrios were there too. He got rung up by Chief. Chief said "You'll get your money" pulled him from the squad and said he would never have a squad again. He thought about leaving the city after this.

Was talking with Owens, Emma about K9 compensation and emailed Thomas about it. Kinsey came to him and told him don't go to City Hall.

Michele is called "Chief Michele". She has a lot of power, when you see her, she has a chip on her shoulder, walks around like she owns the place. Rare that he speaks to her.

Mon 8/25/25	1:00pm	Larry Melkonian, Dispatcher
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1. Loss of confidence in Chief's leadership

Morale is very low, he tries to keep his distance from those who are part of the machine/good old boys network. So many are gone, new people – not sure who is a part of it now. Currently views his employment with the City as a bad marriage. Waiting to leave – you go your way and I'll go mine (retirement date in October 2025).

Pearson's leadership is bad, he is 100% absent. Chief and Deputy Chief are both a problem.

Organization is so sloppy, no accountability. What goes on after 5pm – people are often not in service when they say they are in the system. It is a learned behavior with no leadership. Standards are missing. Calls for service are waiting, people are sitting in office, watching TV. He has had to go to officers and ask them if they are going after calls sat and 3 officers in service didn't leave the station. Who is supervising the supervisors? 911 hang up, Sgt just sat there and went 15 minutes late. It was a lady on the floor; Larry had to ask him if he was going to go.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Frost situation – Chief never dealt with it. Chief was fully aware; Larry talked to him. Several people wanted to tell Chief about Frost drinking on the road. But officers were worried about retaliation. Larry agreed to talk to Chief about it. Chief said Frost go too comfortable and said he told him it can't continue, and acted like all is okay and it was handled and then shut down the conversation with Larry. Then later, when Frost was arrested for DUI, Chief acted surprised.

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

When you bring up stuff, I used to wonder, is it just me? Now realizes it is not just him.

Triebel is a scapegoat, not part of good old boys network. He tries to discipline and it gets shut down, he is treated like a pot stirrer. There is preferential treatment.

Megan issues – lost 14 full time dispatchers in 4 years due to her leadership issues. Berrios tried to hold her accountable.

Tues 8/26/25	3:30pm	Off. Matt Bennett
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1. Loss of confidence in Chief's leadership

14-15 years with department. Morale is negative, not good, hasn't been good for quite a few years. Chief is not a leader. Declined after Chief Cote left. They do what they want when they want. Lack of leadership. When working on his Master's program, began realizing Chief was not a good leader by examples given in the class.

Never really see Chief – he is so far out of the loop. If it wasn't for Hodge and Michele, Pearson couldn't do his job.

Equipment and vehicle issues – don't have equipment to do our jobs, safety issues, cameras, mic not working, radar not working, two old vehicles in cars not P25, vests and sidearms are okay though. He has to change vehicles 5 times in 5 months. Constant vehicle issues.

Leadership doing less and less and less. No department meetings since before COVID or 2020/2021 time. Not supported by Deputy Chief. Pearson is superficial – it's not genuine, it's an act.

2. Misuse/abuse of City resources/violation of policies, including possible timecard fraud and improper use of city vehicle

Chief is in Georgia in city vehicle.

Policy about alcohol and city vehicles – once like 10 years ago, he saw Jeff and his wife at Green Turtle. Saw him drinking samples (alcohol), then got in city vehicle and drove away. In 2015 in his exit interview he told Chief about Frost drinking issue.

Megan has been allowed to have a dog (Beans) in dispatch. Megan has a Desantis flag in the dispatch area and is running her business on city time (making/selling political pins on Etsy).

3. Toxic workplace environment and the resignation of multiple sworn and civilian personnel.

Those who left: Martinez, Pollinger (Michele was the heart of this one), Holland – lack of Chief support. Megan has caused dispatch to be depleted – Mark Graziano, Shaun Warburton, Kelli Fluti, Heather Black.

Years ago, Megan was really late coming to work, so Mark called Cocoa to do a wellness check. She chewed him out. She had slept in. Megan had a large Desantis flag in office. Also posted photos of booking photos of dead people on the back of dispatch door.

Valerie Balloe did background investigation for Megan, told leadership about red flags (IA in background), they hired her anyway.

Chief will protect himself at any expense. Forced officers to get dispatch certified to help. Probably 1.5 years ago, Anderson and Owens were signed up for red dot training. They commented to someone they didn't want to go to dispatch. It got back to Hodge, and he reamed them out and then they were not allowed to go to training.

6-7 years ago, Chief, Deputy Chief, and Frost had a "pissar award". They did a mean and hurtful joke against Shaun Warburton. "Dude where's my car" award because Shaun had medical vision issues and could not longer drive a car.

One of worst things they did – to Berrios. He wasn't ready to retire. He was twice the leader that they were (Chief, Deputy Chief). They put paper in his file to get him out, forced it to promote Brad. 3-4 months before his actual retirement they moved him out of his office for Brad.

Chief and Deputy Chief have each other's backs; they grew up together, thick as thieves.

You know your career is done if you say something.

Shared the example of asking Bergeron about the acting pay – Housman got paper in his file, got in trouble. Leadership takes it out on people.

Shared a personal example where he learned it would be a waste of time to ever apply for a promotion because he got in trouble: A couple of years into his career, got into CID, was officer of the quarter, got a good juvenile arrest due to good detective work. Made the mistake of saying something to Hodge about something personal related to Brevard

Public Schools and Hodge commented that he knew a particular high-level person in school leadership. Housman thought that meant he should call this person and name drop Hodge. Hodge was angry and yelled at him for doing so. A few months later he was pulled out of CID and when he wanted to apply for Sergeant, he was told no.

Summary of Findings and Policy Violation Concerns

After interviewing nearly half of the current department staff members, several themes were consistent in all interviews, both with sworn and civilian personnel. City of Satellite Beach Personnel Policy, Section 3 Standards of Conduct, includes several sections relevant to the concerns expressed.

3.12 General Prohibitions (B) "...They shall direct and coordinate their efforts toward establishing and maintaining the highest level of efficiency, morale, and achievement, and shall conduct themselves in such a manner as to bring about harmony among the various units of the City."

Every staff member interviewed as part of this investigation expressed a lack of confidence in Chief Pearson's leadership of the department and described morale as being very poor, with several describing it as a toxic work environment. Staff expressed they felt there was a significant lack of leadership presence, exemplified by Chief's frequent absences from the department and his lack of engagement in department day-to-day affairs. He was described by several as being "retired in place".

There is a strong perception and belief among these employees that the Chief does not truly care about them nor support them. Multiple comments were made about the Chief getting a new admin vehicle every few years while these employees expressed having many issues with inoperable patrol vehicles and failed or failing equipment necessary to do their jobs. Multiple interviewees mentioned that Chief's actions (or lack thereof) regarding employees with alcohol or mental health issues reflected an awareness of the issues (Frost, Bell) or an overall lack of care (Sherwood).

There is a noted fear of retaliation, and fear of repercussions for speaking up or asking questions, both internally and externally (like City Hall/HR). Employees expressed that they had promotion or training opportunities removed from them, written reprimands placed in their files, and strong reactions from the Chief when they spoke up, asked questions, or went

to City Hall. This was also referred to as "being under the microscope". Those interviewed noted favoritism in the workplace and a lack of fairness in decisions (i.e. regarding discipline, training and promotional opportunities).

Additionally, there is a strong consensus that multiple former employees left the Police Department due to fear of retaliation and intimidation. This has been exacerbated by two staff members (Administrative Assistant Michele Heyn and Communications Supervisor Megan Roane) who are perceived to be allowed to do and say what they want with little to no consequences. Sworn staff were concerned with Michele's authority and negative influence on morale in the workplace. They mentioned that they were directed by the Chief that Michele is to be copied on all emails and that anything from her was to be understood as coming from the Chief. It is also commonly known that Michele has full access to Chief's inbox and is often the one handling responses. They expressed being uncomfortable with this as she is not in their chain of command and were concerned that she had access to criminal justice information.

There were also concerns expressed by staff that Chief may be misusing City resources, violating policy, and defrauding taxpayers through his outside activities, specifically his teaching and personal consulting business pursuits. Questions were also raised about Chief's use of his city vehicle for personal or business pursuits, and whether he has properly documented his time for these activities.

3.05 Outside Employment (A) "...no employee may engage in outside employment which interferes or tends to interfere with the interest of the City or the duties for which the employee is responsible as a City employee." (B) Employees who have other jobs or who seek to have other jobs must immediately notify their immediate supervisor in writing and be approved by their department head and the City Manager. (C) If in the judgment of the City Manager, the employee's other employment causes or may cause absences, tardiness, or otherwise interferes or may interfere with the operations of the City or their responsibility as an employee of the City, including but not limited to availability for scheduled and unscheduled overtime and/or call-ins, the employee may be required to quit the other job or leave City employment.

3.10 Use of City Vehicles and Equipment (A) "The use of a City vehicle is to occur with approval of the employee's supervisor and/or Department Head, and only in the performance of City business. Vehicles are not to be used by personnel during their off duty hours; to commute to and from their place of residence; to commute to and from any secondary employment, or in the

performance of any secondary employment, except as approved by the City Manager.

(l) Equipment made available for employees is for official use only. Employees are not to use equipment when off duty, engaged in secondary employment or for any reason other than to accomplish an assigned task.

For many years, Chief Pearson has operated his own law enforcement consulting business, Lionshield Training and Consulting, LLC (www.lionshieldtraining.com). His business website lists specific types of training classes that he offers, including: Budgeting for Law Enforcement Executives, Managing Generational Differences, Myers Briggs Personality Assessment, and Leadership vs. Management. Based upon a review of inbox records, it is apparent that Chief Pearson has taught and continues to teach these classes for the FDLE as part of the Florida Leadership Academy. He also teaches at Daytona State College and has provided training through Training Force USA both in-state and out of state. Additionally, he is an active adjunct professor for Eastern Florida State College and McMurry University. Evidence indicates that all of these are paid engagements for Chief Pearson, and many of these require services to be performed during normal city work hours. It is also widely suspected (although not currently documented) that he uses his city vehicle to attend all of these engagements.

In a review of these activities noted on the Chief's work calendar, and a comparison of personal leave requests entered for those times, it does not appear that sufficient leave time was taken to account for these times out of the office.

In review of City personnel files, no request or approval from the prior City Manager regarding these outside employment pursuits was found. If prior approval was granted by the prior City Manager, it was not passed along to the current City Manager, who has been in position for over a year now.

Additionally, Chief has consistently used his city email for both personal and business consulting correspondence.

It is documented that Chief took a personal vacation to Georgia at the end of August 2025 and took his city vehicle. Additionally, he did not put in leave time for this recent trip. The City Manager was not advised that he would be out of town, and the Chief did not put in leave time for this recent trip, as evidenced by time sheet records.

In addition to the above-mentioned Standards of Conduct, it is possible that violations of the following Group offenses may have been committed:

Group II

18 – On or off the job conduct which adversely affects the ability of the employee to perform his duties and/or adversely affects the efficient operation of the City government or any department, division, or area of City government.

Group III

2 – Deliberately misusing, destroying or damaging any City property or property of an employee.

11 – Being absent from duty for a period of three (3) consecutive working days without proper authorization.

14 – Incompetence or inefficiency in the performance of assigned duties in an employee's position.

The next step in the process will be to schedule a meeting with Chief Pearson to discuss and request any additional pertinent information regarding these concerns.

**SATELLITE BEACH POLICE DEPARTMENT
SATELLITE BEACH, FLORIDA**

	POLICY AND PROCEDURES	Effective Date: 01/25/2023
	Title: TAKE HOME VEHICLE PROGRAM	Review Date: 01/12/2023
	Number: 17.09	Revised:
	Distribution "A"	Rescinds:
	CFA Standards: N/A	Page(s): 5

ATTACHMENTS:

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SATELLITE BEACH POLICE DEPARTMENT---POLICY AND PROCEDURE DIRECTIVE

PURPOSE AND DISCUSSION

Research shows that take-home vehicle programs increase the opportunity for officer contacts, crime prevention, rapid deployment, and operational readiness. Within the extensive research across the United States, including those conducted for Tacoma, Washington and for Cape Coral, Florida, the following advantages were evident for take-home vehicles:

- Rapid response to emergency call outs.
- Vehicles last longer than fleet cars due to better maintenance and care.
- Time saved without having to check and move around personal equipment.
- Increase police visibility.
- Major selling point in recruiting.
- Increase officers' morale and enhance their overall professional image.
- Cost savings over time.

The take-home vehicle program, like a personally owned vehicle, gives officers the responsibility of maintaining their patrol cars and equipment, giving them ownership, and resulting in better treatment of the vehicles. Officers will have greater tendency to frequently check the overall mechanical operation and cleanliness of their assigned patrol car. Mechanical problems will receive immediate attention because the officer would fear losing the privilege of the use of the vehicle to and from work and resort to using their personal vehicle. Additionally, there is a proven long-term savings on maintenance costs within properly managed take-home vehicle programs.

The Florida Office of the Attorney General noted that, ***"This office has previously recognized that the assignment of a police vehicle to an officer to drive during off-duty hours to provide quicker response when called to an emergency would be of a direct benefit to the public. In addition, the presence of a police vehicle in a neighborhood may serve as a deterrent to crime."***

In further support of law enforcement take home vehicle programs, Governor Ron DeSantis signed **S.B. 476 -- The Law Enforcement Vehicles Law** -- which prohibits HOAs from restricting marked law enforcement vehicles in HOA communities.

The Satellite Beach Police Department has a constitutional responsibility of protecting the citizens within the community and embraces this responsibility as our mission and departmental goal. Providing the community peace of mind by knowing that their law enforcement agency can quickly respond to their immediate needs should be the greatest determining factor of a take-home vehicle program.

17.09.00

POLICY

Officers of the Satellite Beach Police Department may be assigned a take-home vehicle, dependent upon fleet availability and budget provisions, provided they are in good standing and meet the minimum requirements of the program. Vehicles may only be operated by employees of the City of Satellite Beach, except when necessary, during emergency/extenuating situations. Any exceptions must be approved by the Chief of Police.

SATELLITE BEACH POLICE DEPARTMENT---POLICY AND PROCEDURE DIRECTIVE

City owned vehicles shall be operated in compliance with this policy, the traffic laws of the State of Florida and the ordinances of the City of Satellite Beach, and in accordance with all applicable agency and city policies and procedures. Failure to comply with traffic laws and ordinances may result in a member being subject to enforcement action and payment of associated fines/fees, and disciplinary action including, but not limited to, loss of assigned vehicle privilege.

17.09.1

OFF-DUTY USE OF CITY VEHICLES

All members using City owned vehicles off-duty shall comply with the following general guidelines:

1. All operators and passengers must wear seat belts and shoulder straps.
2. Vehicles shall be operated in compliance with the traffic laws of the State of Florida, Brevard County and the ordinances of the City of Satellite Beach and neighboring jurisdictions, and in accordance with SBPD policies and procedures.
3. Members shall be available for call by radio or cell phone while operating a Department vehicle. Officers driving marked vehicles while off duty, inside the City limits, shall be required to monitor the police radio.
4. Sworn members shall carry their Department IDs, and firearms while operating a Department vehicle while off duty and have a handheld radio and handcuffs readily available.
5. Personnel need not be in uniform while driving marked vehicles off duty, however, members should be appropriately dressed to effectively perform any necessary police function while maintaining a favorable image. Appropriate dress includes long pants, collared shirt, golf shirt, SBPD logo T-shirt or other appropriate attire. Baggies, bathing suits, flip-flops, tank-tops, etc., are not permitted.
6. While enroute to and from work, stops for incidental, personal errands are permitted, provided they do not violate department policies.
7. The purchasing of alcohol on-duty and/or in uniform and/or while operating a marked vehicle is strictly prohibited outside of allowable CID functions as defined by policy. Operating any city vehicle for the sole purpose of traveling to an any establishment to consume alcoholic beverages is strictly prohibited. Personnel with assigned marked take-home vehicles shall not use those vehicles to patronize liquor stores or any other establishment that may result in public criticism.
8. Officers should refrain from operating a city vehicle within 4 hours of consuming alcoholic beverages. If, after consuming alcoholic beverages off-duty, a member receives an emergency call back to duty, they shall abide by all State laws and City Policy and Procedures concerning use of alcohol and driving under the influence. **When in doubt, DO NOT RESPOND and DO NOT OPERATE A CITY VEHICLE. Officers shall not report to duty under the influence of any substance that would impair their abilities to drive and/or take action in an emergency situation in accordance with directives 7.01.80 and 7.01.81.**
9. Vehicles shall be parked as close as possible to off-duty locations/place of residence (backed in) for operational readiness, visibility, crime deterrence, and security purposes.
10. When any officer operating a City vehicle becomes involved in any type of collision with property damage, personal injury, or damage to a police vehicle or to a private citizen's vehicle, EMS services will be called as needed and the appropriate law enforcement agency shall be notified to respond and complete an investigation/report. The on-duty SBPD supervisor shall be immediately notified. The supervisor shall proceed to the scene and conduct a collision investigation if the

SATELLITE BEACH POLICE DEPARTMENT---POLICY AND PROCEDURE DIRECTIVE

collision has occurred within the City of Satellite Beach. Appropriate follow up and drug testing procedures will be followed as necessary in accordance with City policy.

11. Vehicles shall not be operated for off-duty travel outside of Brevard County without prior authorization from the Chief of Police or designee.
12. Command Staff members are considered on-call 24/7 and are exempt from the personal use and county restrictions, at the discretion of the Chief of Police.

17.09.2

GUIDELINES FOR USE OUTSIDE CITY LIMITS

1. Sworn personnel, in an investigative/on-call status, are authorized to use an unmarked vehicle on a 24-hour basis (within Brevard County) so that they may be readily available to respond when needed for Departmental business. All other restrictions as noted in the above sections remain applicable.
2. Other sworn members with take-home vehicle privileges, as designated by the Chief of Police, may drive their assigned vehicles directly between home and work (within Brevard County). They may also drive their assigned vehicles to and from court, depositions, Department meetings, scheduled training, extra-duty work, and other official obligations. Vehicles shall be appropriately equipped for dealing with emergency situations while being driven off duty.
3. Sworn members shall be familiar with all current policies and procedures to include, but not limited to, the Mutual Aid Agreements. Members are expected to be observant of potentially hazardous or emergency situations and shall act appropriately when circumstances warrant.
4. Officers who observe a serious criminal offense or serious safety concern should take appropriate action (in accordance with SBPD policy, state laws and mutual aid agreements) and immediately notify the agency who holds jurisdiction to respond.
5. Officers are permitted use of vehicles to and from authorized off-duty assignments when working such duties.
6. Officers residing *outside the city limits* shall park their marked vehicle in the secured lot at SBPD when they will be off-duty and out of the area for 5 or more consecutive days.

17.09.3

INSPECTION, CONTROL, MAINTENANCE

Members are prohibited from making any mechanical adjustments or alterations to patrol vehicles. No member shall modify or alter any vehicle or associated equipment. This includes decals, stickers, tags, and installed equipment unless approved by the division supervisor, Chief of Police, or his or her designee.

City-owned property is to be maintained and stored in a state of operational readiness. Such maintenance is the primary responsibility of the person to which the property is assigned. Officers are expected to maintain their assigned vehicle in clean condition (regularly wash, vacuum, clean interior, etc.) and in good operating order (e.g., tires, fluid levels, brakes, etc.). All mechanical issues shall be immediately reported to their supervisor and Public Works. Officers should ensure their vehicle is available for regularly scheduled maintenance.

Operators of vehicles must comply with IRS requirements applicable to take-home vehicles.

SATELLITE BEACH POLICE DEPARTMENT---POLICY AND PROCEDURE DIRECTIVE

17.09.4

OCCUPANTS

When accompanied by any rider, civilian or sworn, it shall be the obligation of the officer accompanied to supervise and control the actions and conduct of the rider and to ensure that the regulations of this Department and the laws of the State are always observed.

Off-duty members who have a family member or other non-employee in their vehicles shall make every effort to promptly drop off their passenger in a safe location prior to responding to a hazardous or high-risk situation. Members will refrain from unapproved transporting of family members, friends, or other citizens for non-approved activities, or any other activity that may result in public criticism is prohibited.

Child seats will not be used in the back seat of a marked patrol vehicle equipped with a cage or the front seat of vehicles equipped with airbags.

17.09.5

SECURITY OF PROPERTY AND EQUIPMENT IN VEHICLE

Department property and agency-authorized firearms shall be properly secured in an unattended vehicle. The vehicle must be locked, and firearms placed in a locking device. If there is no locking device and the vehicle will be left unattended for an extended period (e.g., overnight, regular days off, vacation, etc.), it is the employee's responsibility to move all firearms to a secure location (agency armory, home safe/lockbox, etc.) as deemed secure by the officer. Under no circumstance will an officer leave an unattended firearm in the passenger compartment of a city vehicle unless it is secured in a locking device.

17.09.6

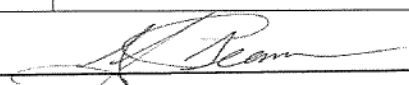
GROUND FOR SUSPENDING OR LOSING PRIVILEGES

A sustained violation of any section of these directives may result in progressive discipline and the immediate loss of privilege.

The Chief of Police has the sole discretion to establish personal usage restrictions and performance standards (e.g., good standing, driving history, ability to work unrestricted duty, etc.) for employees with take-home vehicles. Furthermore, the Chief shall also have the management right to discontinue, in whole or in part, the take-home car program based on fleet availability and budget.

REVISED BY:	DATE OF REVISION:	FILED:
BMH		17.09

APPROVED BY:


CHIEF JEFF M. PEARSON

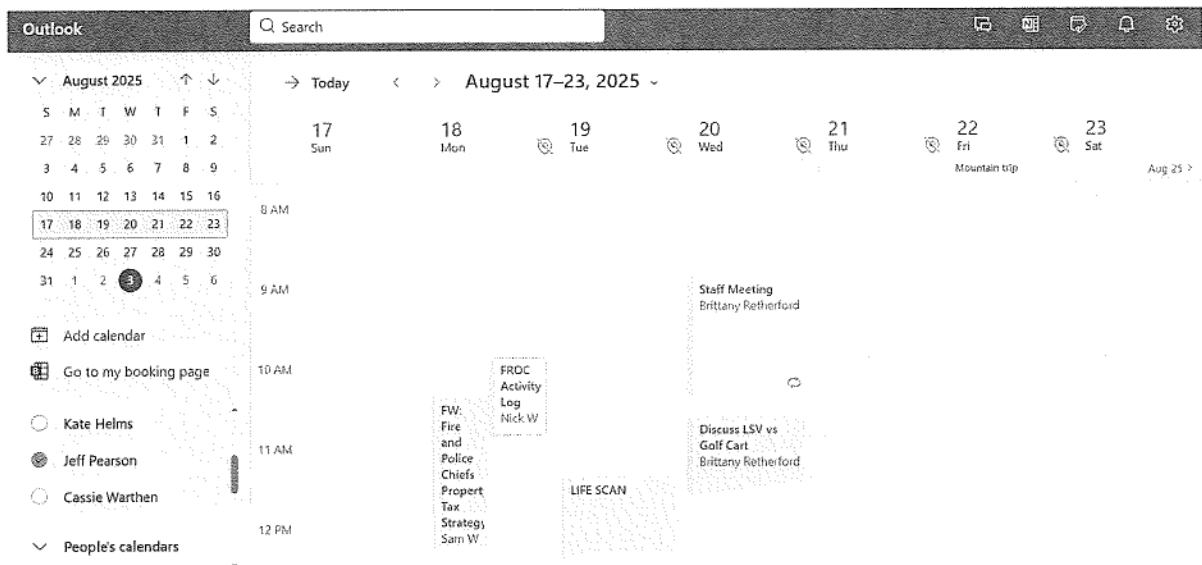
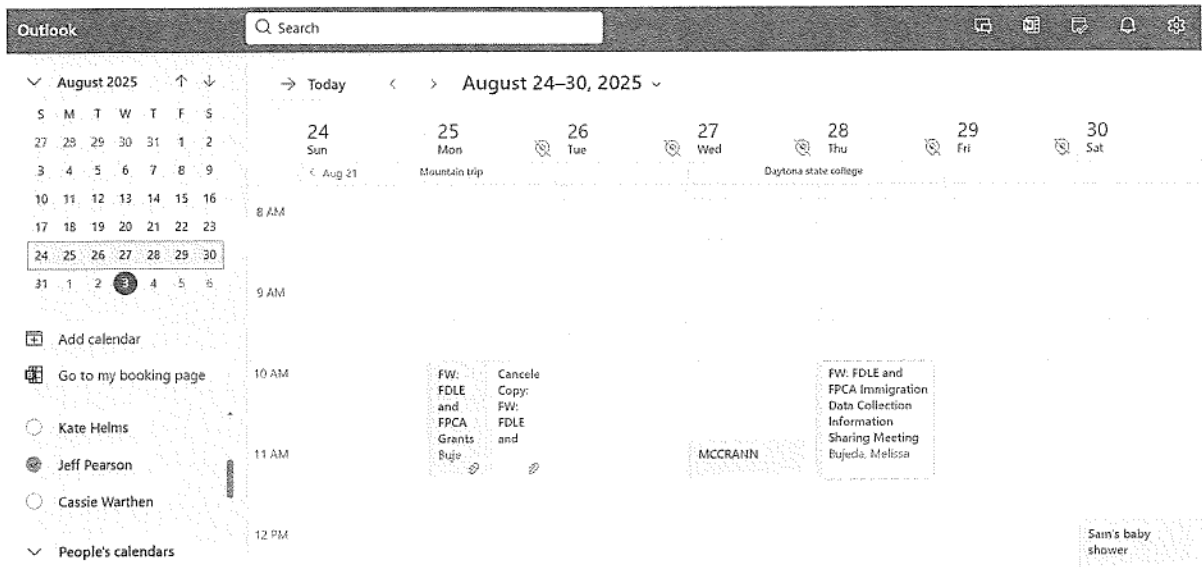
Summary Calendar Year 2025 (1/1/25-12/31/25)

Total leave used in payroll records: Sick 28 hours, Vacation 60 hours

Per Calendar, paid activities (FLA, Daytona State College, FDLE Teaching, etc.) and/or vacation time noted. There were 11 events that fit within this criteria that also had some form of email confirmation.

	Date Noted	Estimated Hours Off	Description from Calendar
1	Wed 8/27 – Thurs 8/28	8	Daytona State College teaching
2	Thurs 8/21 – Mon 8/25	24	Mountain trip Blue Ridge (personal)
3	Tues 8/5 – Thurs 8/7	16	Florida Leadership Academy (FLA)/Fairfield Inn & Suites Orlando
	Fri 7/11 – Mon 7/14	16	Family vacation (personal)
5	Mon 6/9 – Wed 6/11	24	Teaching M vs. L (Management vs. Leadership)/Four Points by Sheraton, Tallahassee – FDLE
6	Sun 5/4 – Mon 5/5	8	FLA/Fairfield Inn & Suites Clermont
7	Wed 4/30 – Fri 5/2	24	Management vs. Leadership/Renaissance St. Louis Airport
8	Tues 4/8	24	FLA/Courtyard Pensacola
9	Fri 3/28 – Mon 3/31	16	Mountains (personal)
10	Mon 2/17 -Tues 2/18	8	FPCA Teaching Budget/Tampa
11	Tues 1/28 - Thurs 1/30	24	FDLE Generational Differences/Tallahassee
	Total Hours	192	

Pay Period/Check Date	Leave Used	Description from Calendar
8/16-8/29/25 Pd 9/4/2025	0	Mountain Trip 8/21-8/25; possibly 3 work days Daytona State College teaching 8/27-8/28



Department in a self- contained envelope, or other system that affords a degree of confidentiality. Sensitive information, so determined by the sender, should be routed in a sealed envelope.

3.08 SOLICITATION AND DISTRIBUTION

- A. Employee contributions to recognized charitable organizations are purely voluntary. No coercion of an employee to make contributions shall be permitted.
- B. Employees of the City are prohibited from conducting or promoting private business for gain while on duty or during scheduled working hours of any of the employees involved or within any City building.
- C. Employees are prohibited from soliciting for any reason during time they or the person they seek to solicit are being paid to perform actual work, including solicitations in behalf of or in opposition to a labor organization under circumstances which management determines interfere with the efficient operation of the City.
- D. Employees are prohibited from distributing literature of any kind during hours they are being paid to perform actual work or in any area where employees are engaged in work at any time under circumstances which management determines interfere with the efficient operations of the City.
- E. The solicitation and distribution prohibitions set forth in paragraphs C and D above shall not apply to solicitation and/or distribution by the City or its managerial staff, when such is part of the normal operation of City business.

3.09 EMPLOYEES' PERSONAL LIFE AND DEBTS

Employees shall handle their personal life, including their financial obligations, in such a manner that it will not interfere with the efficient operation of City business or the performance of their own job responsibilities.

3.10 USE OF CITY VEHICLES AND EQUIPMENT

- A. The use of a City vehicle is to occur with approval of the employee's supervisor and/or Department Head, and only in the performance of City business. Vehicles are not to be used by personnel during their off duty hours; to commute to and from their place of residence; to commute to and from any secondary employment, or in the performance of any secondary employment, except as approved by the City Manager.
- B. All vehicle incidents or loss or damage of equipment shall be immediately reported to the Department Head. In instances of vehicular accidents or equipment damage or loss, Department Heads shall notify the Police Department for an investigation to take place in a timely manner. Employees found to be at fault will be subject to disciplinary action. Employees receiving moving violations are responsible for associated

finer. Department Heads are to route copies of employee disciplinary memorandum(s), and/or investigative information to the Human Resource Department for filing in the employee's folder.

- C. The City may authorize a temporary provision, expanding the use of a City vehicle, for employee commutation purposes to and from their place of residence, based on the approval of special project conditions. The assigned personal use of a City vehicle is to employ the most direct route from one's place of residence to work, and from work to the employee's residence. No other personal vehicular usage will be considered permissible. Such provisions are not transferable among employees and will be limited from the date of issuance to the project's conclusion, or to a maximum time frame of one year, whichever comes first. By request, a waiver provision may be extended by the City.

The use of City vehicles is strictly prohibited by unauthorized individuals. Only authorized City employees are permitted to operate City vehicles.

Due to the nature of the Police and Fire Departments' responsibilities, they have a specific vehicle policy which details the requirements set forth for their officers.

- D. A request for a vehicle usage waiver is to be submitted in writing and minimally include:
- Purpose of project
 - Objective to be accomplished
 - Intended duration
 - Class title, count and names of affected staff
 - Impacted vehicle description (make, model, year)
 - Cost benefit ratio
 - Supportive rationale
- E. Waiver requests are to be generated at the originating unit level, and forwarded by the Departmental Head to the Office of the City Manager for comment. If approved, said waiver is to be routed to Human Resources, and then Finance for further handling.
- F. Employee use of a City vehicle for purposes other than while on scheduled duty, will be duly subject to the terms and conditions defined in the most current publication of the Federal Rules, and/or the Internal Revenue Service Regulations. Taxable vehicular use will be reflected in the earnings of affected personnel.
- G. Equipment purchased by the City of Satellite Beach is to be properly cared for when used by employees. This includes the proper storage and maintenance of City equipment at all times while in the employee's possession. Employees will be held accountable for the misuse, abuse or loss of a tool, or piece of equipment.
- H. Employees are to exercise caution when using City equipment. At no time should the operation of a motorized or power piece of equipment

compromise the safety of one's self or others.

- I. Equipment made available for employees is for official use only. Employees are not to use equipment when off duty, engaged in secondary employment or for any reason other than to accomplish an assigned task.
- J. In order to use personal vehicles while conducting City business, liability insurance coverage shall be required in all cases. The employee's coverage is considered primary, and City insurance is considered as excess or secondary in case of a claim or suit.

3.11 UNIFORMS, DRESS, AND APPEARANCE

- A. Employees supplied uniforms by the City or expected to wear uniforms in the performance of their job, shall report in a clean full uniform on each day worked. Uniforms must also be worn in the manner prescribed by the Department Head. Failure to comply may result in the employee being sent home for the day without pay. Repetition of such conduct shall subject the employee to further discipline.
- B. Employees are expected to observe normal and reasonable standards of personal hygiene and to present a professional appearance at all times. Failure to do so may result in the employee being sent home to correct the situation or for the day without pay. Repetition of such conduct shall subject the employee to further discipline.
- C. Beards and mustaches will be allowed, except as otherwise prohibited by law or where in the opinion of the City Manager they interfere or tend to interfere with the safe and efficient performance of the job. All hair, beards and mustaches must be of a length so as not to create operational or possible safety problems and must be maintained in a clean, neat and orderly fashion.
- D. Uniforms supplied by the City will be replaced by the City when they become unusable through normal wear and tear.
- E. The employee is responsible to reimburse the City for uniforms lost or damaged through the employee's negligence. The Department Head will determine whether an employee has been negligent. The employee has the right to ask the City Manager to review the case no more than seven calendar days before reimbursement is enforced.
- F. Uniformed personnel may at times be required to supplement their issued uniform parts. To maintain a professionally identifiable appearance for personnel assigned to work in an office or in the field, employees are to always report to work in the issued uniform, or in the event alternate clothing is warranted, employees are to wear attire that is similar in style to that of the issued uniform. Before reporting to work in supplemental clothing, or in attire other than the issued uniform, employees are to secure approval from the respective Department Head.
- G. An employee who reports to work in unsuitable clothing will be sent home



Outlook

Chief's email

From Michele Nemschick <mheyn@satellitebeach.gov>
Date Mon 5/4/2020 11:30 AM
To Adam Schultz <aschultz@satellitebeach.org>

Hi Adam,

Don't know what happened, but today I keep getting this error message. I need to be able to send emails on behalf of the Chief.

Thank you!
Michele

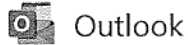
The following recipient(s) cannot be reached:

'RYAN GIBBONS' on 5/4/2020 11:17 AM
Anderson, Eric on 5/4/2020 11:17 AM
Jeff Pearson on 5/4/2020 11:17 AM

This message could not be sent. You do not have the permission to send the message on behalf of the specified user.

Michele Nemschick

Administrative Assistant to Chief Jeff M. Pearson
Satellite Beach Police Department
510 Cinnamon Drive
Satellite Beach, FL 32937
Phone: (321) 773-4400 ext. 492



Re: PAID

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Wed 2/5/2025 11:02 AM
To Taylor, Cheryl <CherylTaylor@fdle.state.fl.us>

Wow, thank you very much. Two have already been deposited. And I think I've got an email that the third is on the way the. Thank you very much for taking care of that. It's no coincidence that a couple days after we spoke, I got a flood of emails that things were moving through the system. You're the best. Thanks, all good down here. We miss seeing you. Hope all is well with you. Have a great day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Taylor, Cheryl <CherylTaylor@fdle.state.fl.us>
Sent: Wednesday, February 5, 2025 10:38:23 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: PAID

I checked on those pending invoices and they have all been paid. 😊 I hope all is well down there in Lake Mary! I miss y'all!



Cheryl Taylor
Government Operations Consultant III
Criminal Justice Professionalism Division
Florida Department of Law Enforcement
Office: (850) 410-8657
Email: cheryltaylor@fdle.state.fl.us



LIONSHIELD TRAINING AND CONSULTING LLC

About Training Contact

ABOUT ME

Jeff Pearson has been employed with the Satellite Beach Police Department since January 1987. On August 1, 2011, was promoted from Deputy Chief to Police Chief. Chief Pearson is responsible for all department operations along with the police department's administration, operations, policies and budget.

[Read More](#)



LET'S CHAT!



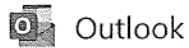
LIONSHIELD TRAINING AND CONSULTING LLC

Home About Training Contact

TRAINING CLASSES

- Budgeting for Law Enforcement Executives
- Managing Generational differences
- Myers Briggs personality assessment (MBTI)
- Leadership vs. Management

CONSULTATION SERVICES



Sunbiz.org Payment Receipt

From donotreply@sunbiz.org <donotreply@sunbiz.org>

Date Thu 2/25/2021 10:41 AM

To Jeff Pearson <jpearson@satellitebeach.org>

Thank you for submitting your payment to Florida Department of State, Division of Corporations. This email will serve as confirmation that your payment was received by our office.

Your filing will be posted on our website <http://www.sunbiz.org/> in the order received.

The transaction information is listed below:

Receipt Number:	3800036446
Transaction Date/Time:	02/25/2021 10:41 AM
Card Number:	XXXX XXXX XXXX 1000
Card Type:	AM
Approval Code:	219512
Payment Amount:	\$138.75
Tracking Number:	9882209018CC
Document Number:	L19000123948



Outlook

LIONSHIELD.docx

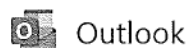
From Janet Pearson <jpearson@sa18.org>**Date** Fri 5/24/2019 12:26 PM**To** Jeff Pearson <jpearson@satellitebeach.org>

1 attachment (77 KB)

LIONSHIELD.docx;

This was the lion head and the color. But ultimately honey, you said you loved what he sent you, so use it. It's your company.

Notification to Recipients: Under Florida law, e-mails created or received by a government agency are public records. Both the message and the e-mail address it was sent from (unless otherwise exempt under Florida law) may be released in response to a public records request. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this office.



FW: Lionshield

From Jeff Pearson <jpearson@satellitebeach.gov>

Date Tue 6/21/2022 10:04 AM

To Jeff Pearson <jpearson@satellitebeach.gov>

 1 attachment (2 MB)

LionShield.docx;

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

-----Original Message-----

From: Shaun Warburton <swarburton@satellitebeach.org>

Sent: Monday, February 10, 2020 5:19 AM

To: Jeff Pearson <jpearson@satellitebeach.org>

Subject: RE: Lionshield

I am glad you like it! We can wait until you get some testimonials.
Do not worry about it, I like different projects like this. I have not created one of these parallax scrolling websites before.

Now that the website is all created and most the content is there minor edits are fairly easy. I typed up some instructions.
See attached.

Shaun

From: Jeff Pearson

Sent: Friday, February 07, 2020 11:22 AM

To: Shaun Warburton

Subject: FW: Lionshield

Looks great! Thank you. I tested the email and the chat functions and they work just fine. Thank you! So at this point I guess I can take over control and pay you for your time? Now tell me how to take over control and how much I owe you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Shaun Warburton
Sent: Wednesday, September 25, 2019 6:04 PM
To: Jeff Pearson <jpearson@satellitebeach.org>
Subject: Lionshield

<https://www.lionshieldtraining.com/>

Here is what I have so far
Shaun



Outlook

RE: DSC Course Announcement: Domestic Intervention & Investigation

From Janet Pearson <jpearson@sa18.org>
Date Thu 6/26/2025 2:03 PM
To Jeff Pearson <jpearson@satellitebeach.gov>

That could definitely be fun. And I would think our joint resumes would be a good draw....

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, June 26, 2025 1:44 PM
To: Janet Pearson <jpearson@sa18.org>
Subject: FW: DSC Course Announcement: Domestic Intervention & Investigation

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.
If you cannot verify the authenticity of the email, please contact the helpdesk.

So there must be a market for it. Maybe we figure out a way to tag team a class together for Lionshield when we both retire? That would be fun.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sarah Carter <sarah_carter1511@daytonastate.edu>
Sent: Thursday, June 26, 2025 12:44 PM
To: Evan Doyle <Evan.Doyle@daytonastate.edu>
Cc: Tonya Cherry <Tonya.Cherry@daytonastate.edu>
Subject: DSC Course Announcement: Domestic Intervention & Investigation

Good day,

Please see the attached course announcement for Domestic Intervention & Investigation starting Monday, September 22, 2025.

To register for Daytona State College courses, please complete the attached Course Training Authorization Form and email it to FDLEtraining@daytonastate.edu

We ask that you wait for email confirmation before sending officers to class. Students without proper authorization may not be permitted to attend class as we are unable to accommodate additional officers due to classroom capacity restrictions.

Institute for Criminal Justice Daytona State College



Domestic Intervention & Investigation CJSTC Course # 091

40 Hours

Monday, September 22 – Friday, September 26, 2025
8 AM – 5 PM

Location: DSC Advanced Technology College

Salary Incentive or Mandatory Retraining

COURSE: Provides officers with an understanding of the dynamics of domestic violence, what it looks like in their community, and the short and long-term effects on officers, their profession, family, friends, and community; to provide officers investigating a domestic violence incident with the resources to respond to the scene safely, in a trauma responsive way that will allow them to gather sufficient information that will stand independent from victim testimony, and provide appropriate victim rights and services to keep the victim safe. **Students must pass a written exam with 80% or better.**

TOPICS COVERED: Behavioral Characteristics, Warning Signs, Social Media/ Cyber Stalking and Harassment, Injunctions, Civil Matter Resolutions, Injuries, State Mandated Requirements for Domestic Violence Victims, Crime Scene Evidence & Photography, Domestic Violence Homicides, Child Abuse, and Court Testimony and Report Writing

INSTRUCTOR: Lt. David Dinardi, Daytona Beach Police Department, and guest instructors

**THIS TRAINING COURSE IS CJSTC TRUST FUNDED
REGION 7 OFFICERS HAVE FIRST SEATING PRIORITY**

TO REGISTER:

Please email a completed Daytona State College Training
registration Form to
FDLETraining@daytonastate.edu



For more info, scan the code or
got to- <http://bit.ly/3yb9v64>

Questions?

(386) 506-4141
Sarah.Carter@daytonastate.edu

Daytona State College - ATC
1770 Technology Blvd.
Daytona Beach, FL 32117
(386) 506-4204

Thank you and stay safe,

Sarah Carter

Coordinator

Criminal Justice – Advanced & Specialized Training

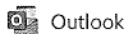
Charles M. Curb School of Emergency Services

Office: (386) 506-4141



DAYTONA
STATE COLLEGE

Please note: Florida has very broad public record laws. Most written communications to or from college employees are public records and available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.



RE: fyi

From: Jeff Pearson <jpearson@satellitebeach.gov>
Date: Thu 6/19/2025 2:41 PM
To: Janet Pearson <jpearson@sa18.org>

Well I didn't want to rain on your parade but I thought that might be the case. Oh well. Yeah maybe one of the kids wants it or I can save it for Charlotte. I am just telling you that I am struggling a bit lately. My luck just has not been good in general and I really just am getting so tired of it. And I have to be honest and tell you that sometimes listening to all of your wonderful luck makes me want to punch you in the face. (I don't mean that in a nasty way, but sometimes it is just a bit too much) It is like you have this charmed life and just dance along playing and having a wonderful time, and then there is my life and luck. I understand. I won't make a point of mentioning things like that if they happen again. I forget sometimes. The 6 day conference was a lot too and even when I go and try to make the best of it, I still end up somehow with some sort of crap to deal with. Well that was just so weird. I mean what are the odds of that. But it's fixed and we ended up having a good time like you said. And yes, I am feeling a bit sorry for myself today. The third time having an infection in this leg is just pissing me off, especially when I do everything I am supposed to do to prevent it. I mean really, WTF? I'm just over all of it. That I don't blame you for one bit.

Moving on, the kids said the party needs to be on the 4th. No problem. Last year we did it pretty big, and since it's a Friday, I would like to just include both families (mainly so Charlotte also has someone to play with too) And then Ken and Donna. Any thoughts on that? Yes I have thoughts. Like how big and what exactly does "both families" mean. Are we talking mom and Kirk and everyone like Thanksgiving or just a few of them?

We are going to have to make an appt to get my car in. I'll look at it. It may just need to be reset. Something is messed up with the computer system or something. Can we make an appt for Saturday? They are closed on Saturday. We don't have anything planned that day. Depending on how things go with the stupid leg and how I am feeling, it would be nice to maybe have a date night. That would be wonderful. That was supposed to be the plan on Father's Day, but then you opted for dinner with Ryan again. Well why didn't you say something I thought you were good with it and you got the best chicken ever and a great drink. Sorry about that.

I think the kids are planning something on Sunday for Father's Day after golf. That's what I heard. They might make dinner and come over and play Monopoly with you, or plan something else. Ok. And you need to decide what your game plan is for next weekend also, what days are you going? No idea depends on the room situation and Dallas and what's going on. Let me get caught up and then I can focus on that.

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, June 19, 2025 10:14 AM
To: Janet Pearson <jpearson@sa18.org>
Subject: FW: fyi

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Well that stinks. Its "pandora" and only \$168 brand new.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

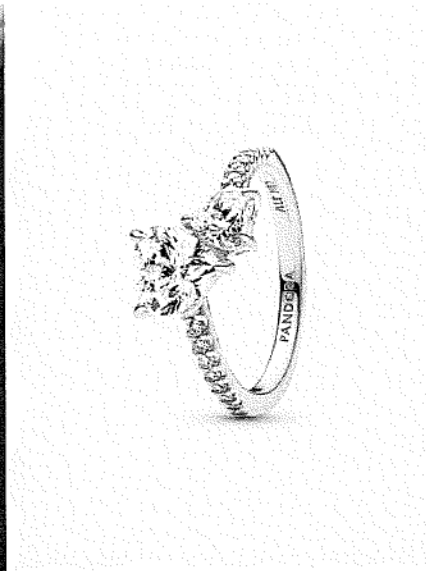
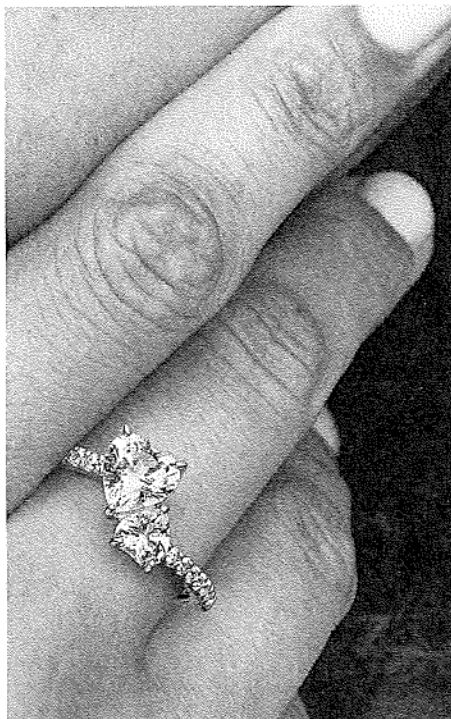
From: Michele Heyn <mheyn@satellitebeach.gov>
Sent: Thursday, June 19, 2025 10:07 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: fyi

9/3/25, 2:07 PM

RE: fyi - Suzanne Sherman - Outlook

Facebook Facebook Business Su... CANVA Grammarly Lad View Microsoft Office FDOT CAMPAIGNS Comprehensive And... FB Bi

ings Category Promise Rings



BEST SELLER | TOP GIFT

★★
Wri

Double Heart Sparkling Ring
14k gold plating

\$160.00

Metal



Shining in 14k gold platir
hand-finished Double He
Sparkling Ring features t
shaped clear cubic zircoi
nestled together at differ



Michele D. Heyn

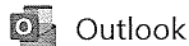
Administrative Assistant to Chief Jeff M. Pearson

PHONE 321-773-4400 ext.492

EMAIL <mailto:mheyn@satellitebeach.gov>

WEB [[../././././Downloads/www.satellitebeach.gov](http://www.satellitebeach.gov)]www.satellitebeach.gov

ADDRESS 510 Cinnamon Drive, Satellite Beach, FL 32937



Re: Thoughts

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Fri 8/29/2025 4:45 PM
To Janet Pearson <jpearson@sa18.org>

Basically, the same people we have already been talking about.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Janet Pearson <jpearson@sa18.org>
Sent: Friday, August 29, 2025 3:53:48 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Thoughts

No, I'm good with it if you feel like you are good friends with them. Who are you thinking?

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Friday, August 29, 2025 3:46 PM
To: Janet Pearson <jpearson@sa18.org>
Subject: Re: Thoughts

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I completely understand what you're saying. And I would probably be thinking the same way if I was calling half the chiefs in the county, then I would understand. I'm calling just a couple people that I'm very good friends with, who I know would tell me the honest truth. But this is your thing, so I'll do exactly what you want me to do of course. That's just my opinion. But I'm not gonna draw a line on the sand over it.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Janet Pearson <jpearson@sa18.org>
Sent: Friday, August 29, 2025 3:24:58 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Thoughts

I guess I have that fear that they will have that oh great, just what we need is another Chief's wife working here and going home and talking about what we do. And if you are the one initially calling them is that going to somehow reinforce that idea? I guess if you feel like you know some of them well enough to make that call, then just tell them if they think they might be interested I can follow up with the letter and resume maybe? I guess I just worry that it will somehow seem like I am using the fact that I am your wife in some way, and I'm afraid that will make them wary. You and I know that I am not at all that way, but they don't, ya know??
We can talk more about all of it after the shower....

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Friday, August 29, 2025 1:32 PM
To: Janet Pearson <jpearson@sa18.org>
Subject: RE: Thoughts

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. If you cannot verify the authenticity of the email, please contact the helpdesk.
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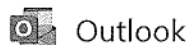
Do you think it would be a good idea to come up with a cover letter and my resume and maybe send it out to the few departments that might possibly be interested in a part time advocate? I think having a CV and a cover letter is a great idea. I kind of feel weird about you calling. Honestly it may be better that way. If not you send it and it sits on someones desk for a few weeks until they throw it away. If there is no need it will get tossed. Seems better to get some feelers out first then if nothing happens start sending it. I greatly appreciate it, but I don't want to give them the impression that you need to make contact for me, ya know? I know but they understand that I'm just inquiring to save everyone time. If there's no interest then fine. If so then we can move forward. I'm thinking maybe a letter detailing what I am looking for and what I could possibly do for them, along with a copy of my resume? All good ideas. Which I then could follow up with a phone call.
Thoughts? I like it but I still think feeling a few places out verbally makes better sense. I also am going to call and make the social security appt for right after my birthday and will look at your calendar so you can come with me. Definitely need to do that.
Looks like maybe we will plan a birthday dinner sometime the weekend of my birthday for both mine and Andy's birthday. I really don't care what we do, so Dal was going to talk to Andy about it and we will reconvene. 10-4
I feel like we are getting rooked having to go to that Miami shower when they aren't coming up for ours, but if I had to choose between going for that, or going on Dec 20th and having to stay overnight and be

9/1/25, 4:58 PM

Re: Thoughts - Suzanne Sherman - Outlook

at a party with a bunch of bikers, I'd pick the shower. True. And we can hit Ocean Grill on the way home to treat ourselves. 😊 Yup.

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775



Re: Justin PGA Bartender

From justinjplatt@gmail.com <justinjplatt@gmail.com>

Date Fri 8/12/2022 4:50 PM

To Jeff Pearson <jpearson@satellitebeach.org>

Sorry Jeff, the website isn't loading. If you have any material that will give me a basic understanding, I can then make an intro to the appropriate contacts who I think might get some traction.

My first thought is retired Colonel Ken Curley. West Point grad, lives in New York, does business domestically and with the Saudis.

Thank you,

Justin Platt
561-822-7114

> On Aug 12, 2022, at 4:24 PM, Jeff Pearson <jpearson@satellitebeach.org> wrote:

>

> I have a website. It's a basic one because I am not good at it and I haven't really found the right person to build it better. Once I retire I'll make it better. But it will give you an idea. www.lionshieldtraing.com

>

>

> Jeff M. Pearson

> Police Chief

> Satellite Beach Police Department

> FBI National Academy #224

> Phone: (321) 773-4400 Ext. 462

> Fax: (321) 773-5414

> Email: jpearson@satellitebeach.org

>

> -----Original Message-----

> From: justinjplatt@gmail.com <justinjplatt@gmail.com>

> Sent: Friday, August 12, 2022 4:17 PM

> To: Jeff Pearson <jpearson@satellitebeach.org>

> Subject: Re: Justin PGA Bartender

>

> Sounds great Jeff. Do you have a website or a product deck I can look at?

>

> Thanks,

>

> Justin

>

>> On Aug 12, 2022, at 3:43 PM, Jeff Pearson <jpearson@satellitebeach.org> wrote:

>>

>> Good afternoon, Justin-

>>

>> Thank you for the email. I am always looking for contacts and people to work with. Obviously, I'm even more comfortable with current and retired military. Not sure what it would look like but I'm always willing to listen to opportunities.

>>

>> Look me up when you're in the area. I'd love to give you and your son a tour of the area and I definably have some bling I can part with. Thanks again for the tips on Europe, France and etc. I'll be going there very soon. Thanks again and enjoy your weekend.

>>

>>

>> Jeff M. Pearson

>> Police Chief

>> Satellite Beach Police Department

>> FBI National Academy #224

>> Phone: (321) 773-4400 Ext. 462

>> Fax: (321) 773-5414

>> Email: jpearson@satellitebeach.org

>>

>> -----Original Message-----

>> From: justinplatt@gmail.com <justinplatt@gmail.com>

>> Sent: Friday, August 12, 2022 3:30 PM

>> To: Jeff Pearson <jpearson@satellitebeach.org>

>> Subject: Justin PGA Bartender

>>

>> Hello Jeff,

>>

>> This is Justin, the pool bartender at PGA. It was great to meet you and discuss different things to see in Europe.

>>

>> I was thinking about some potential possibilities and connecting you guys with some of my contacts in DC. Mostly retired military but still very much current in the defense business and very well connected both domestically and internationally. I'd love to get involved in sales even as an intermediary if that is possible. Please let me know.

>>

>> Again, great to meet you and if we're ever in your neck of the woods, I'd love to set up a visit for my son. I told him we met and he was very excited to receive a Police Chief pin.

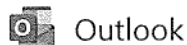
>>

>> Thank you and God Bless,

>>

>> Justin Platt

>> 561-822-7114



RE: Pearson 2022 tax information

From Jeff Pearson <jpearson@satellitebeach.gov>

Date Wed 2/8/2023 3:02 PM

To Chuck Ellefson <CEllefson@flavincpa.com>

No problem at all. I know you guys are slammed. I look forward to hearing from you. Enjoy your day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Chuck Ellefson <CEllefson@flavincpa.com>

Sent: Wednesday, February 8, 2023 2:53 PM

To: Jeff Pearson <jpearson@satellitebeach.org>

Subject: RE: Pearson 2022 tax information

Thank you Jeff!

All info is in our office, so please give us a couple weeks to work through everything and I'll be in touch.

Thanks,
Chuck

Chuck Ellefson, CPA
2200 South Babcock Street
Melbourne, FL 32901
Ph: (321) 725 4700 | F: (321) 725 0074
cellefson@flavincpa.com



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From: Jeff Pearson <jpearson@satellitebeach.org>
Sent: Wednesday, February 8, 2023 2:43 PM
To: Chuck Ellefson <CEllefson@flavincpa.com>
Subject: Pearson 2022 tax information

God afternoon Chuck-

It was a pleasure meeting you today.

Attached is the excel spread sheet for the Lionshield American express credit card. Yes, I also am shocked that I figured that out and did it right this quickly.

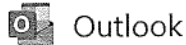
Also attached is the W-2 for Eastern Florida State College.

The third thing I was supposed to get you was the drycleaning bill for the 2022 year. I forgot that I always charge that on the Lionshield credit card anyway so its all there. If you need it separated out, I can do that just let me know.

Thank you and good luck getting me the largest return legally possible. Haha

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

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.



RE: fyi

From Janet Pearson <jpearson@sa18.org>
Date Thu 12/28/2023 3:21 PM
To Jeff Pearson <jpearson@satellitebeach.gov>

I'm guessing your going to want to go watch playoff football at the elevated Hooters place with Tom on Sunday, so I may bow out, if so and just go home and chill with the dogs.

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, December 28, 2023 1:58 PM
To: Janet Pearson <jpearson@sa18.org>
Subject: RE: fyi

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If you cannot verify the authenticity of the email, please contact the helpdesk.

I forgot about that and I know we had talked about making that a little trip, but if we are doing the mountains, we probably need to forego that idea moneywise. Probably. But at least all my expenses are paid for. I guess it depends on ticket prices. The rest is covered. Car, hotel etc. What day do you actually teach the class? I think that Friday. And honestly if I had to pick between the mountains and Missouri, well, you know my choice. LOL. Of course

And I'm assuming there is football on that Sunday the 7th anyway? Oh yes and playoff football. So you would most likely be watching football all day? If I could.

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, December 28, 2023 11:21 AM
To: Janet Pearson <jpearson@sa18.org>
Subject: RE: fyi

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If you cannot verify the authenticity of the email, please contact the helpdesk.

Ok, we need to do the list tonight and either you can go to the store in the morning, or we can stop on our way home after the car place. Definitely not wanting to do that. I'll go in the morning.

I'm going to go ahead and purchase the Disney Tickets then. So that another almost \$600.00 bucks. I just paid that off. Good grief I can't catch up.
I'll wait and see on the conference. Ok Right now I'm feeling a little overwhelmed when I look at everything on the calendar. I understand I may just come home Sunday afternoon and chill out. Sure I'm assuming you don't care one way or another. Nope. I mean its more fun with you there and we can do dinner and stuff but I'm good either way. I need to figure out the dog too. Also don't forget to make the Jack's Place reservation for Saturday night OK. 5 of us?
Was there a teaching trip scheduled sometime in April with Claude? I have two in April. One short one and one a bit longer. The big one with Claude (if it goes) is the beginning of May in St. Louis. I just vaguely remember something

Janet Pearson
Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, December 28, 2023 11:03 AM
To: Janet Pearson <jpearson@sa18.org>
Subject: RE: fyi

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.
If you cannot verify the authenticity of the email, please contact the helpdesk.

We need to sit down tonight and figure out our food stuff for the 30th, so we can make a list. Too late. Lasagna, Olive Garden Salad, and garlic bread for dinner, but then we need to figure out the appetizers part. OK. The fruit crostini and Wes dip I know, Need to buy all the stuff. and we should do some crackers and cheese since we have that cheese thing, I think the mango black bean dip? Yes we have all that stuff Sam bought. Some good cheese with it would be nice. That would be my pick. And I don't think we need anymore than that since we are having a big dinner. Yeah, stick with that. Well, I am making shrimp since I saved a bag just for this.

For tomorrow night with the 2 girls I'm going to keep it simple, I'm going to make us a soup recipe I want to try in the crockpot, it calls for pasta shells, so I will keep some of them out and give them buttered noodles with some popcorn chicken and fruit or something. The simpler the better. Works for me.

Also, I quickly looked online at Cocoa Hyundai. It looks like they might have a few that meet the parameters. Mainly I want a dark leather interior for sure, and I think I want the Tuscon again. I'd prefer a darker exterior I think too, cause I feel like the white just always looks dirty, but that part isn't a deal breaker. Ok The dark leather interior is the biggest part. Learned my lesson on that, light colored cloth seats was the absolute worst thing I could have chosen. Agreed. Mine own fault, I was so excited, I didn't even pay attention to the interior color or that it wasn't leather, which was really stupid. You're forgiven. I'm thinking we should try to plan it so we get up there no later than 4p, so that there is daylight for a test drive if they have something? OK We can drop Charlotte off at Dal's dad's at 3P (I checked), as Dal and Andy are working. OK

Can you look at the Chiefs thing and see what is on the agenda for Sunday night? I just looked. The only thing Sunday is vendor reception. And when will we know for sure about the room situation? I'll call.

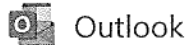
Also, I did find out that Dal will be in England April 19-29, so that is when I want to try to do a mountain trip. We could consider it our anniversary present. Sure I was thinking Blue Ridge for sure, but Linda here at work said we might want to check out Clayton too, so I will look and see. Whatever you want. I assume we want to fly? Oh god yes.

Janet Pearson

9/3/25, 1:59 PM

RE: fyi - Suzanne Sherman - Outlook

Victim Advocate/Domestic Violence Division
Office of the State Attorney
18th Judicial Circuit
(321)617-7510 ext 52775



Re: St. Louis

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Mon 5/6/2024 6:32 PM
To Claude Pichard <cpichard@trainingforceusa.com>

That's true. Could be that.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Claude Pichard <cpichard@trainingforceusa.com>
Sent: Monday, May 6, 2024 5:47:04 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Re: St. Louis

Bizarre. Maybe that was a hold on the card which is taken off after the stay. Who knows?

Claude A. Pichard III
Director
850-251-1223
www.TrainingForceUSA.com

On Mon, May 6, 2024 at 5:27 PM Jeff Pearson <jpearson@satellitebeach.gov> wrote:

I have no idea where \$448 came from? The bill from the hotel was \$352.84. Then the airline and car total, from Expedia, was \$502 and change or something like that. Those are the only two receipts I sent. I'm covering the parking and the gas. So the total reimbursement is 850 something and whatever those two bills add up to be. Remember I had to send two separate emails with the receipts because of my stupid work computer

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Monday, May 6, 2024 4:40:42 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: Re: St. Louis

Ok, I am confused.

On one part of the hotel receipt it looks like the total was \$352.84.

On another part of the bill it has the total paid was \$448.52

Then, when I add up their itemized expenses it comes to \$406.84

??????

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Mon, May 6, 2024 at 9:42 AM Jeff Pearson <jpearson@satellitebeach.gov> wrote:

Here you go:

The parking was \$72. But the hotel is a bit more than you probably like but the location was worth it for me. So, I'll pay for the gas and the parking. If you cover the remainder of the hotel, the airfare and the car we should be good. Have to send Expedia receipt separately.

Jeff M. Pearson

Police Chief

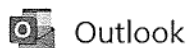
Satellite Beach Police Department

FBI National Academy #224

Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.gov



Fwd: Zoom Link for upcoming class

From Jeff Pearson <jeffpearson2020@gmail.com>

Date Tue 6/20/2023 12:04 PM

To Jeff Pearson <jpearson@satellitebeach.gov>

Jeff M. Pearson
Owner/Founder
Lionshield Training and Consulting LLC

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Monday, June 12, 2023 4:46:10 PM

To: Jeff Pearson <jeffpearson2020@gmail.com>

Subject: Re: Zoom Link for upcoming class

Ok

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Mon, Jun 12, 2023 at 4:45 PM Jeff Pearson <jeffpearson2020@gmail.com> wrote:

Got it. Thank you. It's the same material as the one we just did.

Jeff M. Pearson
Owner/Founder
Lionshield Training and Consulting LLC

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Monday, June 12, 2023 4:00:25 PM

To: Jeff Pearson <jeffpearson2020@gmail.com>

Subject: Zoom Link for upcoming class

Jeff,

Here is the zoom link for the Budgeting class on Tuesday, June 20th. I also need to get your materials as soon as possible so I can send them to the Florida Public Safety Institute.

Training Force USA is inviting you to a scheduled Zoom meeting.

Topic: Budgeting for Law Enforcement Professionals
Time: Jun 20, 2023 01:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://us02web.zoom.us/j/85372704169?](https://us02web.zoom.us/j/85372704169?pwd=RWNsTCtrY0dkSXJlZkhBajZndkZaQT09)
[pwd=RWNsTCtrY0dkSXJlZkhBajZndkZaQT09](https://us02web.zoom.us/j/85372704169?pwd=RWNsTCtrY0dkSXJlZkhBajZndkZaQT09)

Meeting ID: 853 7270 4169
Passcode: 366383

One tap mobile

+13052241968,,85372704169#,,,,*366383# US
+13092053325,,85372704169#,,,,*366383# US

Dial by your location

- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)
- +1 646 931 3860 US
- +1 301 715 8592 US (Washington DC)
- +1 564 217 2000 US
- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US

Meeting ID: 853 7270 4169
Passcode: 366383

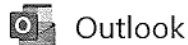
Find your local number: <https://us02web.zoom.us/j/kdbrsJszOx>

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com



Fwd: Next Week's Class

From Jeff Pearson <jeffpearson2020@gmail.com>

Date Tue 12/5/2023 11:33 AM

To Jeff Pearson <jpearson@satellitebeach.gov>

----- Forwarded message -----

From: **Claude Pichard** <cpichard@trainingforceusa.com>

Date: Fri, Dec 1, 2023 at 3:28 PM

Subject: Re: Next Week's Class

To: Jeff Pearson <jeffpearson2020@gmail.com>

Thanks. Here is the zoom link....

Claude Pichard is inviting you to a scheduled Zoom meeting.

Topic: Budgeting for Law Enforcement Professionals

Time: Dec 6, 2023 01:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://us02web.zoom.us/j/86895155236?
pwd=ZGRaSTINOXpUdzU3VDJOZE5UFRqQT09](https://us02web.zoom.us/j/86895155236?pwd=ZGRaSTINOXpUdzU3VDJOZE5UFRqQT09)

Meeting ID: 868 9515 5236

Passcode: 585571

One tap mobile

+13052241968,,86895155236#,,,,*585571# US

+16469313860,,86895155236#,,,,*585571# US

Dial by your location

- +1 305 224 1968 US
- +1 646 931 3860 US
- +1 301 715 8592 US (Washington DC)
- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)

- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US
- +1 564 217 2000 US
- +1 669 444 9171 US
- +1 669 900 9128 US (San Jose)
- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US

Meeting ID: 868 9515 5236

Passcode: 585571

Find your local number: <https://us02web.zoom.us/j/86895155236>

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Fri, Dec 1, 2023 at 10:13 AM Jeff Pearson <jeffpearson2020@gmail.com> wrote:

Here you go.

On Thu, Nov 30, 2023 at 7:09 PM <cpichard@trainingforceusa.com> wrote:

You too.

Sent from my iPhone

On Nov 30, 2023, at 5:48 PM, Jeff Pearson <jeffpearson2020@gmail.com> wrote:

Will do. I'll send it in the morning when I get to the office. Have a good night

Jeff M. Pearson
Owner/Founder
Lionshield Training and Consulting LLC

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Thursday, November 30, 2023 4:46:51 PM

To: Jeff Pearson <jeffpearson2020@gmail.com>

Subject: Re: Next Week's Class

Jeff, Tina isn't sure she still has it. Can you resend please?

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Wed, Nov 29, 2023 at 10:38 AM Claude Pichard <cpichard@trainingforceusa.com> wrote:

Ok, thanks.

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Wed, Nov 29, 2023 at 10:17 AM Jeff Pearson <jeffpearson2020@gmail.com> wrote:

Got it. The materials haven't changed recently you can use what you have if you still have it. If not I'll resend.

Jeff M. Pearson
Owner/Founder
Lionshield Training and Consulting LLC

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Wednesday, November 29, 2023 10:12:57 AM

To: Jeff Pearson <jeffpearson2020@gmail.com>

Subject: Re: Next Week's Class

It is an online class we scheduled for December 6th from 1-5pm

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Wed, Nov 29, 2023 at 9:58 AM Jeff Pearson <jeffpearson2020@gmail.com> wrote:

I don't have that on my calendar. What is the date and location?

Jeff M. Pearson
Owner/Founder
Lionshield Training and Consulting LLC

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Wednesday, November 29, 2023 9:19:02 AM

9/3/25, 1:38 PM

Fwd: Next Week's Class - Suzanne Sherman - Outlook

To: Jeff Pearson <jeffpearson2020@gmail.com>

Subject: Next Week's Class

Hi Jeff,

We currently have 12 people registered for next week's Budgeting class. That is enough to do it and I think we may get a couple of more.

So, I need to get your class materials to send to the students.

Hope you had a great Thanksgiving!

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com



Outlook

Fw: Flyer

From Jeff M. Pearson <jeffpearson2020@gmail.com>

Date Mon 1/20/2025 9:00 AM

To Jeff Pearson <jpearson@satellitebeach.gov>

 1 attachment (15 KB)

Management vs. leadership flyer 2024.docx;

Jeff M. Pearson

From: Jeff M. Pearson <jeffpearson2020@gmail.com>

Sent: Friday, November 1, 2024 1:55:13 PM

To: Claude Pichard <cpichard@trainingforceusa.com>

Subject: Re: Flyer

How's this?

On Fri, Nov 1, 2024 at 10:53 AM Claude Pichard <cpichard@trainingforceusa.com> wrote:
No problemo.

Claude A. Pichard III

National Sales Director

850-251-1223

www.TrainingForceUSA.com

On Fri, Nov 1, 2024 at 10:50 AM Jeff M. Pearson <jeffpearson2020@gmail.com> wrote:
I am almost done. I'll have it for you today.

Management vs. Leadership: A Framework

This block of instruction is focused identifying the differences in the roles of leader and manager; understanding the role of supervisor as a manager and how personality style affects this role. During this class some of the things discussed will be

1. Define leadership.
2. Define management.
3. Describe how management and leadership differ.
4. Define the management process.
5. Identify traits of an effective manager.
6. Identify traits of an effective leader.
7. Discuss what is poor leadership and the consequences
8. Discuss what is poor management and the consequences
7. Describe the relationships between top, middle, and first-line management.
8. Explain the supervisor's role in meeting organizational objectives.
9. Demonstrate organizational management skills.

This class will also discuss why supervisors focus too much time on the bottom 10% of the people they supervise and not enough time developing others. We will have group discussions and break out group exercises discussing the great managers and leaders they have worked with. Maybe more importantly the poor managers and leaders they have worked with. We will also spend some time discussing the most common mistakes made by new and even seasoned supervisors and how to correct them. We will also spend time discussing how and when to motivate employees. This class is a must for new supervisors, seasoned supervisors and anyone interested in becoming a supervisor. This class is not limited to sworn officers. Non-sworn, communications and administrative personnel will also benefit from this class. Leadership is leadership. Find out and hear about common mistakes and best practices.

Attention:

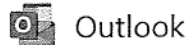
Copy A of this form is provided for informational purposes only. Copy A appears in red, similar to the official IRS form. The official printed version of Copy A of this IRS form is scannable, but the online version of it, printed from this website, is not. Do **not** print and file copy A downloaded from this website; a penalty may be imposed for filing with the IRS information return forms that can't be scanned. See part O in the current General Instructions for Certain Information Returns, available at www.irs.gov/form1099, for more information about penalties.

Please note that Copy B and other copies of this form, which appear in black, may be downloaded and printed and used to satisfy the requirement to provide the information to the recipient.

To order official IRS information returns, which include a scannable Copy A for filing with the IRS and all other applicable copies of the form, visit www.IRS.gov/orderforms. Click on Employer and Information Returns, and we'll mail you the forms you request and their instructions, as well as any publications you may order.

Information returns may also be filed electronically using the IRS Filing Information Returns Electronically (FIRE) system (visit www.IRS.gov/FIRE) or the IRS Affordable Care Act Information Returns (AIR) program (visit www.IRS.gov/AIR).

See IRS Publications 1141, 1167, and 1179 for more information about printing these tax forms.



Re: Grand Prairie Texas class

From Claude Pichard <cpichard@trainingforceusa.com>

Date Fri 6/12/2020 3:42 PM

To Jeff Pearson <jpearson@satellitebeach.org>

 1 attachment (3 MB)

Budgeting for Law Enforcement Professionals-Grand PrairieTX-071020.doc;

July 10th. I have attached the flyer.

Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

On Fri, Jun 12, 2020 at 2:25 PM Jeff Pearson <jpearson@satellitebeach.org> wrote:

Outstanding. Can you give me the date again just so I'm absolutely positive before I book anything. Can't hurt to double-check something this important.

Jeff M. Pearson

Police Chief

Satellite Beach Police Department

FBI National Academy #224

Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.org

From: Claude Pichard <cpichard@trainingforceusa.com>

Sent: Friday, June 12, 2020 2:02:47 PM

To: Jeff Pearson <jpearson@satellitebeach.org>

Subject: Grand Prairie Texas class

Ok, we are at 23 people in the Grand Prairie Texas Budgeting class with a month still to go.

So, we are GOOD TO GO! Please go ahead and make your travel arrangements!

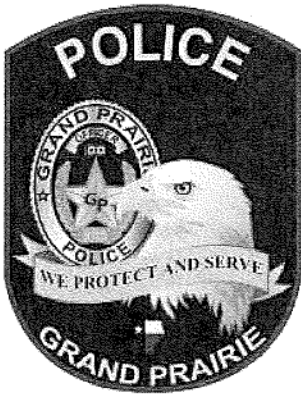
Claude A. Pichard III

Director

850-251-1223

www.TrainingForceUSA.com

GRAND PRAIRIE TEXAS POLICE DEPARTMENT & TRAINING FORCE USA PRESENTS....



BUDGETING for LAW ENFORCEMENT PROFESSIONALS

JULY 10, 2020 – GRAND PRAIRIE, TEXAS (Dallas/Ft. Worth Area)
Eligible for TCOLE APPROVAL

TOPIC: Today, possibly more than ever before, public servants are responsible for our products or services AND for what it costs to provide them! We have to handle “the numbers” and understand how the strategic and planning advantages of a well-put-together budget can benefit our organizations and the public.

This one day class is designed to teach newcomers the budgeting process as well as assist experienced managers in how to prepare, justify, present and manage the budgeting process.

This class also includes staffing formulas that will give you concrete ways to identify staffing shortfalls and be able to justify needed staff increases tailored to each department.

Topics include:

- **Building a Budget & Priorities**
- **Budget Framework & the Type Used**
- **How funds are allocated / taxes & millage rates**
- **Staffing Formulas**
- **Understanding how to monitor and manage a budget**
- **Factor for consideration relating to calls, special programs, demographics**
- **How to present a budget to superiors, elected officials and the public**
- ****Overtime Estimates and Projections. This will give you the ability to calculate overtime trends for current year and predict future year projections within 5%.**

TARGET AUDIENCE: All members of the criminal justice and legal community (sworn or non-sworn). Training is especially valuable for supervisors, command staff members, agency heads, and anyone involved in the budgeting process.

INSTRUCTOR: Chief Jeff M. Pearson an FBI, NA graduate, holds a Master's degree and is a frequent presenter for the Florida Leadership Academy. He explains the municipal budgeting process and negotiation tactics through his years of experience. A favorite leadership topics presenter and popular police chief, his skills with finance, understanding how the municipal formulas work, and light hearted humor will make a daunting topic actually easy to learn.

LOCATION:

Grand Prairie Police Training Building -
Charles V England Police and Fire Training Building
310 College Street, Grand Prairie, TX 75050



DATES & TIMES

- Friday, July 10, 2020 – Starts at 8:30am sharp and ends at 5:00pm (local time)
- Hotel List available upon request

COST: **\$199.00 per student**

REGISTRATION:

www.cvent.com/BudgetingforLE-GrandPrairieTX-071020

PAYMENT OPTIONS:

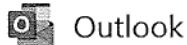
- Check made payable to:
TRAINING FORCE USA
3681 Loma Farm Road
Tallahassee, FL 32309
- Purchase Order
- Credit Card payment made online at **www.cvent.com/BudgetingforLE-GrandPrairieTX-071020**

CANCELLATIONS AND SUBSTITUTIONS:

- Upon submission of this registration, participants are responsible for payment of this course. Please note that if you do not attend, ***you are still responsible for payment.***
- Substitutions may be made at any time by phone, e-mail or online at the registration site.

QUESTIONS: Phone: 850-251-1223 E-mail: cpichard@trainingforceusa.com

www.trainingforceusa.com



FW: Budgeting Formula SS

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Fri 8/29/2025 10:06 AM
To Sarah Carter <sarah_carter1511@daytonastate.edu>

FYI. That was pretty nice.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Liza Cieszynski <LCieszynski@cityofwinterpark.org>
Sent: Friday, August 29, 2025 9:57 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Budgeting Formula SS

Good Morning Chief Pearson,

I hope you are having a great Friday thus far! I just wanted to follow up on requesting a copy of your OT budgeting spreadsheet that you demonstrated yesterday.

Hands down, although short in hours, one of the best LEO focused classes I have taken in a long time. Taking the time and effort to dig in will go a long way. Thanks again!

Sincerely,
Liza Cieszynski



Sergeant L. Cieszynski
COMMUNITY POLICING UNIT
HONOR GUARD/RECRUITMENT
BACKGROUND INVESTIGATIONS

407-599-3248

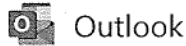
LCieszynski@cityofwinterpark.org

www.wppd.org

500 N. Virginia Avenue, Winter Park, FL 32789

9/1/25, 5:00 PM

FW: Budgeting Formula SS - Suzanne Sherman - Outlook



RE: Teaching Request - 10/24/2017 in Tallahassee

From Granger, Scott <ScottGranger@fdle.state.fl.us>

Date Thu 8/24/2017 10:51 AM

To Jeff Pearson <jpearson@satellitebeach.org>

Oops! I made an error as I sifted this language from the email to class participants. The information on \$150 per night reimbursement dynamic was intended for the FDLE members in the class. I typically do 1 all-inclusive PO for instructors as things can get somewhat sideways when we start parting things out. Just holler if you need clarification on this! -Scott

From: Granger, Scott

Sent: Thursday, August 24, 2017 10:43 AM

To: 'Jeff Pearson'

Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Hotel Information

Below is information on hotel properties that have been suggested for you during ALP. We have reserved a block of rooms at the Residence Inn off of Raymond Diehl Rd. as it is in close proximity to the agency, has the lowest rate (\$95 per night), has been recently renovated, and has several restaurants within walking distance. However, please feel free to choose the hotel that will best meet your needs. If you choose to book elsewhere, please recall that any amount over \$150.00 per night (before taxes) will not be reimbursed.

****The cutoff date for booking Session 1 at this rate is 9/2. I would go ahead and make your reservations as soon as possible. The cutoff for booking Session 2 is 9/29, and then 11/10 for our final Session. We cannot guarantee the \$95 rate after these dates.****

Residence Inn by Marriott (BLOCK RESERVED under "Advanced Leadership Program")

1880 Raymond Diehl Road

Tallahassee, FL 32308

(850) 422-0093

3.3 miles from FDLE – 7 minutes without traffic

Our point of contact at the Residence Inn is Sales Manager Debi Paschal, in the event you run into any snags along the way.

From: Jeff Pearson [mailto:jpearson@satellitebeach.org]

Sent: Thursday, August 24, 2017 10:30 AM

To: Granger, Scott

Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Thank you sir. When you send me the code I'll book it and I'll be all set.

Jeff M. Pearson
Police Chief

Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 124
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott [<mailto:ScottGranger@fdle.state.fl.us>]
Sent: Thursday, August 24, 2017 10:08 AM
To: Jeff Pearson
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Awesome! Will be in touch.

From: Jeff Pearson [<mailto:jpearson@satellitebeach.org>]
Sent: Thursday, August 24, 2017 10:07 AM
To: Granger, Scott
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Yes I would like to stay there, thank you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 124
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott [<mailto:ScottGranger@fdle.state.fl.us>]
Sent: Thursday, August 24, 2017 9:42 AM
To: Jeff Pearson
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Sounds good, Chief. I was able to secure a great rate at the Residence Inn by Marriott off of Raymond Diehl Rd. here in Tallahassee. Let me know if you are interested and I'll send you the code to mention.

Good day!
Scott

From: Jeff Pearson [<mailto:jpearson@satellitebeach.org>]
Sent: Thursday, August 24, 2017 9:40 AM
To: Granger, Scott
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Good Morning Scott-

Yes I have that on my calendar and I'm all set. Haven't made my hotel reservations yet but I'll do that soon. I don't have any concerns or questions right now so I'm good. Thanks for the email and have a great day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 124
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott [<mailto:ScottGranger@fdle.state.fl.us>]
Sent: Wednesday, August 23, 2017 12:26 PM
To: Jeff Pearson
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Hello, Chief!

Good morning! We have plenty of time before I have you teaching in FDLE's Advanced Leadership Program (ALP), but I wanted to touch base just to start firming things up. I have you scheduled for a 1 day delivery of the following on Tuesday, 10/24:

Leadership & Management: A Framework - 8 hours

The class makeup will be comprised of about 2/3rd civilian personnel and 1/3rd sworn personnel. Some will be in roles of supervision, but not all. Before we move forward, please let me know if you have any concerns or questions.

Best regards,

Scott

From: Jeff Pearson [<mailto:jpearson@satellitebeach.org>]
Sent: Wednesday, May 24, 2017 10:21 AM
To: Granger, Scott
Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Ok going on my calendar now. See you then. Thank you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 124
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott [<mailto:ScottGranger@fdle.state.fl.us>]
Sent: Wednesday, May 24, 2017 10:07 AM

9/1/25, 4:32 PM

RE: Teaching Request - 10/24/2017 in Tallahassee - Suzanne Sherman - Outlook

To: Jeff Pearson

Subject: Re: Teaching Request - 10/24/2017 in Tallahassee

Great; we'll confirm it right here!

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Jeff Pearson <jpearson@satellitebeach.org>

Date: 5/24/17 9:58 AM (GMT-05:00)

To: "Granger, Scott" <ScottGranger@fdle.state.fl.us>

Subject: RE: Teaching Request - 10/24/2017 in Tallahassee

Good Morning Scott-

I checked and I should be good to go for that day to teach the topic you listed below. Thank you for thinking of me and let me know when we are confirmed so I can add it to my calendar. Have a great day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 124
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott [<mailto:ScottGranger@fdle.state.fl.us>]

Sent: Tuesday, May 23, 2017 3:11 PM

To: Jeff Pearson

Subject: Teaching Request - 10/24/2017 in Tallahassee

Chief Pearson,

I have an opportunity for you to teach within our Advanced Leadership Program (ALP) at FDLE HQ on Tuesday, October 24th of this year. Please check your schedule and let me know your thoughts. We'd be looking for you to teach the same that you did in our New Supervisor Leadership Program, i.e., *A Framework for Leadership & Management*.

Thank you!
Scott

Scott Granger
Government Analyst II
Bureau of Professional Development
P.O. Box 1489
Tallahassee, FL 32302-1489

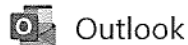
9/1/25, 4:32 PM

RE: Teaching Request - 10/24/2017 in Tallahassee - Suzanne Sherman - Outlook

(850) 410-8391, Office

(850) 933-0160, Mobile

scottgranger@fdle.state.fl.us



FLA Class 47 Session 4 Teaching Date Confirmation

From Christensen, Kyle <KyleChristensen@fdle.state.fl.us>

Date Wed 3/11/2020 8:28 AM

To Jeff Pearson <jpearson@satellitebeach.org>

Good morning,

I wanted to confirm your teaching date and provide you with the hotel and teaching venue information. I have you scheduled to instruct the following:

Presentation Evaluations

Wednesday and Thursday, April 8th and 9th, 2020

Please let me know if you have any updates to your materials for printing purposes. Attached you will find the agenda for Session 1. The daily schedule will continue as usual with class beginning at 8:30 am, taking a 1.5 hour lunch break, and class being dismissed when you are comfortable.

FLA Class #47:

Host Agency: Daytona State College

Class Location: Daytona State College

1770 Technology Blvd.

Daytona Beach, FL 32117

Google Map: <https://goo.gl/maps/tJjV2VhWEcdXAykJ9>

I also need to know if you will be staying for two nights or for just one and if you will be using the same lodging as the class. The link for hotel reservations is: <http://group.homewood-suites.com/floridaleaderacademy>.

Thank you,

Kyle Christensen

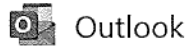
Research and Training Specialist

Bureau of Professional Development

Office: (850) 410-8617

Cell: (850) 528-0059

Email: KyleChristensen@fdle.state.fl.us



Direct Deposit for FLA Instructors

From Christensen, Kyle <KyleChristensen@fdle.state.fl.us>

Date Mon 7/19/2021 3:08 PM

To Christensen, Kyle <KyleChristensen@fdle.state.fl.us>

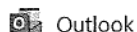
Good afternoon,

I don't know how many of you use direct deposit or are interested in it but I found out from our finance department that we can do direct deposit for our FLA instructor payments. You should be able to sign up for it using the link provided below. Please let me know if you have any questions on it.

[Vendors \(myfloridacfo.com\)](#)

Thank you,

Kyle Christensen
Program Administrator
Florida Department of Law Enforcement
Bureau of Professional Development
Office: (850) 410-8617 **Cell:** (850) 528-0059
Email: KyleChristensen@fdle.state.fl.us



Budgeting for Law Enforcement Professionals - Oct. 17, 2017 - Miami

From Davis, Raven <RavenDavis@fdle.state.fl.us>

Date Wed 8/30/2017 12:23 PM

1 attachment (6 KB)
image002.emz;

**Budgeting For Law Enforcement Professionals
October 17, 2017
FDLE Miami Regional Operations Center
1030 NW 111th Avenue, Miami, FL 33172**

Today, possibly more than ever before, we as public servants are responsible not just for our products or services, but for what it costs to provide them. We have to handle "the numbers" and understand how the strategic and planning advantages of a well-put-together budget can benefit our organizations and the public.

This - one-day - class is designed to teach new, non-financial, and experienced managers how to prepare, justify, and manage the budgeting process.

Topics include:

- *Building a Budget & Priorities*
- *Budget Framework & the Type Used*
- *How funds are allocated / taxes & millage rates*
- *Staffing Formulas*
- *Understanding how to monitor and manage a budget*
- *Factor for consideration relating to calls, special programs, demographics*
- *How to present a budget to superiors, elected officials and the public*

Instructor:

Chief Jeff M. Pearson an FBI, NA graduate, holds a Master's degree and is a frequent presenter for the Florida Leadership Academy. He explains the municipal budgeting process and negotiation tactics through his years of experience. A favorite leadership topics presenter and popular police chief, his skills with finance, understanding how the municipal formulas work, and light hearted humor will make a daunting topic actually easy to learn.

Comments from past attendees

"Good presentation for difficult material."

"Instructor was very entertaining and knowledgeable. Well versed on budgeting process. Good information I will carry forward."

"Excellent class to learn budgetary issues at a police agency"

*****Participants are asked to bring their agency's budget to class*****

Registration:

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

<https://www.regonline.com/budgetingforleprofessionalsmiami>

You MUST register ONLINE.

Register now to receive specific class e-mails.

All class correspondence is conducted through the Regonline.com website.

Tuition for the seminar is \$200.00 (meals are not included)

PLEASE include this class code when you make payment: 10172017 BLEP

Payment may be made by any of the following methods:

- Make checks payable to: FDLE/Florida Criminal Justice Executive Institute
- Mail checks to : FDLE/Florida Criminal Justice Executive Institute
Attention: Chris Kenworthy
PO Box 1489
Tallahassee, Florida 32302
- Purchase Order or Journal Transfer (FLAIR account code 71-202-148001-71800-200-00. Benefit Category 001903; Object Code 001000).
- Credit Card payment: online only
- Cash and/or checks will be taken at the door.

If you have any questions, please contact Raven Davis at (850) 410-8793 or RavenDavis@fdle.state.fl.us.

9/1/25, 4:32 PM

Budgeting for Law Enforcement Professionals - Oct. 17, 2017 - Miami - Suzanne Sherman - Outlook

A certificate is provided upon completion of this course.

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

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

Location and Dates:

FDLE Miami Regional Operations Center
1030 NW 111th Avenue
Miami, FL 33172

Tuesday, Oct. 17, 2017 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 you need accommodation please contact the FDLE ADA Liaison at (850) 410-8793.



Outlook

RE: FDLE Advanced Leadership Program Teaching Date Question

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Wed 8/3/2022 3:46 PM
To Granger, Scott <ScottGranger@fdle.state.fl.us>
Cc Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sounds good.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott <ScottGranger@fdle.state.fl.us>
Sent: Wednesday, August 3, 2022 3:45 PM
To: Jeff Pearson <jpearson@satellitebeach.org>
Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: FDLE Advanced Leadership Program Teaching Date Question

Great! Thank you. We will be in touch soon on logistics. -Scott

From: Jeff Pearson <jpearson@satellitebeach.org>
Sent: Wednesday, August 3, 2022 3:35 PM
To: Granger, Scott <ScottGranger@fdle.state.fl.us>
Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: FDLE Advanced Leadership Program Teaching Date Question

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good afternoon, Scott-

Yes, both of those are me. The Lionshield is a company that I created a while back for when I finally retire. Either one would work. But you can use the one with my name like you have in the past.

Yes, that rate is fine. Thank you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott <ScottGranger@fdle.state.fl.us>
Sent: Wednesday, August 3, 2022 2:43 PM
To: Jeff Pearson <jpearson@satellitebeach.org>
Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: FDLE Advanced Leadership Program Teaching Date Question

Good afternoon, Chief Pearson!

We are looking forward to your instruction on 8/30! Can you take a look at your vendor information within the MyFloridaMarketPlace and ensure all is correct (I see 2 entries: 1 under your name; another under LionShield)?

[MyFloridaMarket Place Vendor Information Portal](#)

Let us know which to go with. For this delivery, we are looking at an all-inclusive rate of \$2150. Please let me know if this sounds correct to you.

Thank you!
Scott

From: Jeff Pearson <jpearson@satellitebeach.org>
Sent: Wednesday, July 13, 2022 3:45 PM
To: Granger, Scott <ScottGranger@fdle.state.fl.us>
Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: Re: FDLE Advanced Leadership Program Teaching Date Question

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Got it. Thank you very much. Looking forward to it. I've got my hotel all set so I'm good there. Have a great week.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

From: Granger, Scott <ScottGranger@fdle.state.fl.us>
Sent: Wednesday, July 13, 2022 9:30:14 AM
To: Jeff Pearson <jpearson@satellitebeach.org>

9/3/25, 1:44 PM

RE: FDLE Advanced Leadership Program Teaching Date Question - Suzanne Sherman - Outlook

Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: FDLE Advanced Leadership Program Teaching Date Question

Chief Pearson:

It's confirmed – you'll be arriving on 8/29 and teaching with us on 8/30. This will be held at FDLE HQ (2331 Phillips Rd.) in Classrooms B & C. The topic will be "Leadership vs. Management: A Framework." One difference to note will be that this will be Day 2 of instruction as opposed to how we would typically handle on a Day 1, i.e., Commissioner remarks, my intro, etc.

Start time will be 8:30am with a view to a 1.5 hour lunch break plus breaks as you deem appropriate. You'll have until 5 if you need it but no issues with you concluding earlier since we wouldn't be eating into your start time with this one. I'm working on hotel accommodations with the Staybridge Suites off of Hwy. 90 East but recall you leaning towards Marriott. If you need anything from me on that, just let me know!

I'm copying our newest Bureau of Professional Development colleague, Melanie Sheats, on this correspondence. She's recently taken over my former spot and will be involved in Member Development initiatives with the team. For ALP, she and I will be tag-teaming this one in the fall. We are very excited to have her on board!

Best regards,

Scott

From: Jeff Pearson <jpearson@satellitebeach.org>

Sent: Tuesday, July 12, 2022 10:29 AM

To: Granger, Scott <ScottGranger@fdle.state.fl.us>

Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: Re: FDLE Advanced Leadership Program Teaching Date Question

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Sounds good. Enjoy your day

Jeff M. Pearson

Police Chief

Satellite Beach Police Department

FBI National Academy #224

Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.org

From: Granger, Scott <ScottGranger@fdle.state.fl.us>

Sent: Tuesday, July 12, 2022 10:26:01 AM

To: Jeff Pearson <jpearson@satellitebeach.org>

Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: FDLE Advanced Leadership Program Teaching Date Question

Thank you and will have you something this week!

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Jeff Pearson <jpearson@satellitebeach.org>
Date: 7/12/22 9:44 AM (GMT-05:00)
To: "Granger, Scott" <ScottGranger@fdle.state.fl.us>
Cc: "Sheats, Melanie" <MelanieSheats@fdle.state.fl.us>
Subject: Re: FDLE Advanced Leadership Program Teaching Date Question

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Let me know when it's confirmed, and I'll change my hotel.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.org

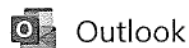
From: Granger, Scott <ScottGranger@fdle.state.fl.us>
Sent: Tuesday, July 12, 2022 9:35:57 AM
To: Jeff Pearson <jpearson@satellitebeach.org>
Cc: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: FDLE Advanced Leadership Program Teaching Date Question

Chief –

Good morning! Any chance I can shift you to 8/30 (vs. 8/29) for our upcoming teaching date? We will start drilling down shortly into other particulars.

Thank you,

Scott



RE: Jan. 29th - Generational Differences Class at FDLE

From Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Date Thu 8/29/2024 4:29 PM

To Jeff Pearson <jpearson@satellitebeach.gov>

I sure will, and thank you! I have you locked in for January 29th. This will be the perfect ice-breaking class for session one of the program. Really looking forward to hearing this one again and watching the class engage with the topic!

Take care and have a great weekend,

Melanie Sheats

FDLE - CJP - BPD

850-410-8617

From: Jeff Pearson <jpearson@satellitebeach.gov>

Sent: Thursday, August 29, 2024 3:08 PM

To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good afternoon-

I am available and would be glad to do that class. I make sure there is a block about Gen Z for sure. Thank you and enjoy your day.

Say hi to Scott and Chris and.... Well everyone for me.

Jeff M. Pearson

Police Chief

Satellite Beach Police Department

FBI National Academy #224

Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Thursday, August 29, 2024 10:11 AM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: Jan. 29th - Generational Differences Class at FDLE

Chief,

I wanted to let you know about another teaching opportunity we have coming up in January for our Advanced Leadership Program (ALP).

I'm looking to schedule a class about understanding and managing generational differences on Wednesday, January 29, 2025. This would be one full-day class from 8:30am to about 5pm (1.5 hours for lunch), held here at FDLE HQ in Tallahassee. In particular, I would love for this piece to include some info on Gen Z in the workplace, as that's definitely been a bit of a game-changer for many leaders.

If this is something you'd be available for and interested in teaching for us, would you please let me know?

Please reach out anytime if you have any questions or would like to discuss further.

Thank you,

Melanie Sheats

FDLE | Criminal Justice Professionalism

Bureau of Professional Development

MelanieSheats@fdle.state.fl.us

Office: 850-410-8617

Cell: 850-491-4325



Outlook

RE: Fall Training at Daytona State

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Tue 8/12/2025 4:39 PM
To Sarah Carter <sarah_carter1511@daytonastate.edu>

Whooo hooo.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sarah Carter <sarah_carter1511@daytonastate.edu>
Sent: Tuesday, August 12, 2025 4:08 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Re: Fall Training at Daytona State

We sure did and the class is set for 8:30 am. 😊

Sarah Carter

Coordinator
Criminal Justice – Advanced & Specialized Training
Charles M. Curb School of Emergency Services
Office: (386) 506-4141



DAYTONA
STATE COLLEGE

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Tuesday, August 12, 2025 16:03
To: Sarah Carter <sarah_carter1511@daytonastate.edu>
Subject: RE: Fall Training at Daytona State

CAUTION: This email came from outside Daytona State.

Well that's good, thank you. I got a little worried I was really looking forward to it. Good to hear. Thank you for the information. See you then.

Were you able to do an 8:30 start time? Not sure if we discussed that or not.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sarah Carter <sarah_carter1511@daytonastate.edu>
Sent: Tuesday, August 12, 2025 3:52 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Re: Fall Training at Daytona State

Hi Chief,

No you are NOT cancelled 😊

The readvertisement was for classes coming up for the last quarter of the year.

You have 15 signed up for Budgeting. Class will be downstairs in room 138 - to the left of the main entrance.

Look forward to seeing you,

Sarah Carter

Coordinator
Criminal Justice – Advanced & Specialized Training
Charles M. Curb School of Emergency Services
Office: (386) 506-4141



From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Tuesday, August 12, 2025 15:44
To: Sarah Carter <sarah_carter1511@daytonastate.edu>
Subject: RE: Fall Training at Daytona State

CAUTION: This email came from outside Daytona State.

Good afternoon-

I saw the list below that you sent. I didn't see my class on there on September 28th. Is this a subtle way of telling me my class was cancelled? Haha. Let me know. Enjoy your day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414

Email: jpearson@satellitebeach.gov

From: Sarah Carter <sarah_carter1511@daytonastate.edu>

Sent: Tuesday, August 12, 2025 3:18 PM

To: Evan Doyle <Evan.Doyle@daytonastate.edu>

Cc: Tonya Cherry <Tonya.Cherry@daytonastate.edu>

Subject: Fall Training at Daytona State

Good Afternoon,

Here's a highlight of our scheduled training for Fall 2025. Please submit your [training authorization](#) or click on the links below for payment and registration.

SEPTEMBER

- [Legal Updates](#) – September 8
 - Free for all Law Enforcement Officers
 - Presented by the State Attorney's Office 7th Circuit
- [Crisis Response & Management](#) – September 15-19
 - Provides training on the legal aspects of and the most effective and up-to-date crisis intervention strategies, including advanced de-escalation, diffusion, active listening and negotiation.
- [Narcotics & Dangerous Drug Investigations](#) – September 22-Oct.3
 - 2-week night class
- [Child Sex Crimes Investigations](#) – September 29-Oct. 3

OCTOBER

- [Social Media & Open Source Investigations](#) – October 9–10
 - \$375/student or \$325/student in groups of 3 or more
- [Risk Protection Orders and Behavioral Threat Assessment Management for LEO](#) – October 13-16
 - **REGISTER HERE:** <http://bit.ly/3UEPSOU> [bit.ly]
 - \$400/student
 - Scholarship opportunities available at info@97percent.us
- [Forensics for Law Enforcement](#) – October 14-17
 - Great overall knowledge for sworn LEO on crime scene processing.

NOVEMBER

- [Internal Affairs Investigations](#) – November 4-6
 - **REGISTER HERE:** WWW.VALORLAWENFORCEMENTGROUP.COM [valorlawenforcementgroup.com]
 - \$375/student
- [Breath Test Operator](#) – November 12-13

- **REGISTER HERE:** <https://tccwebas01.tsc.fl.edu/publicforms/view.php?id=44514>
[tccwebas01.tsc.fl.edu]
- Financial Crimes and Fraud Investigations – November 12-14
 - **REGISTER HERE:** WWW.VALORLAWENFORCEMENTGROUP.COM
[valorlawenforcementgroup.com]
 - \$399/student
- Advanced Surveillance Techniques – November 17-19
 - **REGISTER HERE:** <https://www.tacticoptraining.com/service-page/4-day-advanced-surveillance-techniques> [tacticoptraining.com]
 - \$495/student

DECEMBER

- Speed Measurement Instructor – December 1
 - **REGISTER HERE:** <https://tccwebas01.tsc.fl.edu/publicforms/view.php?id=44514>
[tccwebas01.tsc.fl.edu]
- Breath Test Operator – December 10-11
 - **REGISTER HERE:** <https://tccwebas01.tsc.fl.edu/publicforms/view.php?id=44514>
[tccwebas01.tsc.fl.edu]

Please let me know if you have any questions.

Thank you,

Sarah Carter

Coordinator

Criminal Justice – Advanced & Specialized Training

Charles M. Curb School of Emergency Services

Office: (386) 506-4141



DAYTONA
STATE COLLEGE

Please note: Florida has very broad public record laws. Most written communications to or from college employees are public records and available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

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Class Search Results

[Search Again](#)

Your search has returned 2 classes.

To narrow your search, please use the New Search button at the top of the page and select more criteria -- for example choose only one campus.

[Click here for information](#) regarding **Academic Integrity & Computer Use**

[Click here for information](#) regarding the **Titan First Day Ready course materials program.**

LATE REGISTRATION: Students should be aware of [fee due dates](#) ([Tuition & Fees | Eastern Florida State College](#)) and that a [late registration](#) ([Registration Late Fee | Eastern Florida State College](#)) fee is charged for course additions starting the day after each part of term's fee payment deadline.

ONLINE COURSE TESTING NOTICE: Some online classes require one or more proctored exams. Visit [the Testing & Proctored Exams page for details](#).

**QUESTIONS? ASK TITAN**

Campus/Location: Make sure that you select your course on the correct campus or location. Online classes are identified as e-Learning.

Days: These are the days the class will meet if it is face-to-face. Days: M = Monday; T = Tuesday; W = Wednesday; R = Thursday; F = Friday; Sa = Saturday and Su = Sunday
 M-W = Monday and Wednesday; T-R = Tuesday and Thursday; F-Sa-Su = Friday, Saturdays and Sundays

Eastern Florida State College reserves the right to make changes in the regulations, instructor assignments and offerings announced in the schedule as circumstances require.

Campus / Location	CRN	Course No. & Section	Course Type	Title	Dates	Days	Time
e-Learning	41374	DSC 4016 - 01Z	Online Course	<u>Public Safety Policy and Law</u> <u>Details/Instructor</u>	08/18/2025 - 12/12/2025		12:00 AM - 12:01 AM
e-Learning	41376	DSC 4710 - 01Z	Online Course	<u>Public Safety Mgmt Capstone</u> <u>Details/Instructor</u>	08/18/2025 - 12/12/2025		12:00 AM - 12:01 AM

321-632-1111

CAMPUS LOCATIONS

CONNECT WITH EFSC

COCOA

1519 Clearlake Road
Cocoa, FL 32922

MELBOURNE

3865 North Wickham Road
Melbourne, FL 32935



PALM BAY

250 Community College
Parkway
Palm Bay, FL 32909

TITUSVILLE

1311 North U.S. 1
Titusville, FL 32796

ADDITIONAL RESOURCES

QUICK LINKS

Consumer Information
Equal Opportunity Institution
Privacy Policy
SACSCOC Accreditation
Submit Suggestions &
Comments
EFSC Athletics Website

Academic Calendar
Bookstore
Contact EFSC | Employee
Directory
IT Support Desk
Job Opportunities
About EFSC

MAKE A
GIFT



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Course Title	Course Number	Course CRN
Public Safety Mgmt Capstone <u>Course Material</u>	DSC 4710 01Z	41376
Credit Hours	Start Date	End Date
3.000	08/18/2025	12/12/2025
Instructor	Day/Time	Course Location
Jeffrey Pearson	12:00 AM - 12:01 AM	Campus: Virtual Bldg/Room:

[Close Window](#)

Course Title	Course Number	Course CRN
Public Safety Policy and Law <u>Course Material</u>	DSC 4016 01Z	41374
Credit Hours	Start Date	End Date
3.000	08/18/2025	12/12/2025
Instructor	Day/Time	Course Location
Jeffrey Pearson	12:00 AM - 12:01 AM	Campus: Virtual Bldg/Room:

Close Window



Outlook

RE: McMurry University Online Adjunct New Hire Payroll Paperwork REMINDER

From Renee Scott <scott.renee@mcm.edu>

Date Fri 1/19/2018 12:54 PM

To Jeff Pearson <jpearson@satellitebeach.org>; Jeff Pearson <pearson.jeff@mcm.edu>

Cc Barbara Havard <havardb@mcm.edu>

Jeff,

I am following up with you concerning your original payroll paperwork. We are needing all of the original paperwork which includes, the W-4, I-9, Direct Deposit, and Race/Ethnicity. Please mail these original forms to:

McMurry University

Attn: Human Resources

1 McMurry University #87

Abilene, TX 79697

Thank you,

Renee

Renee Scott, Financial Affairs Coordinator

Finance & Administration

McMurry University

#1 McMurry University | Box 308 | Abilene, TX 79697

325-793-3822 Office | 325-793-4805 Fax

scott.renee@mcm.edu | www.mcm.edu



From: Renee Scott

Sent: Tuesday, January 16, 2018 10:10 AM

To: Jeff Pearson <pearson.jeff@mcm.edu>

Subject: RE: McMurry University Online Adjunct New Hire Payroll Paperwork REMINDER

Good Morning!

Yes, I believe I have. I am in the process of checking it this morning. I have been out of the office and today is my first day back. So, I am navigating through my piles....LOL! I will definitely let you know if I don't have everything that we are needing.

Thank you!

Renee

Renee Scott, Financial Affairs Coordinator

Finance & Administration

McMurry University

#1 McMurry University | Box 308 | Abilene, TX 79697

325-793-3822 Office | 325-793-4805 Fax
scott.renee@mcm.edu | www.mcm.edu



From: Jeff Pearson

Sent: Tuesday, January 16, 2018 9:54 AM

To: Renee Scott <scott.renee@mcm.edu>

Subject: RE: McMurry University Online Adjunct New Hire Payroll Paperwork REMINDER

Good Morning-

Just wanted to make sure you received all my paperwork? If you need anything else please let me know. Have a great day.

From: Renee Scott

Sent: Monday, January 08, 2018 8:58 AM

To: Jeff Pearson; Jeff Pearson

Cc: Alicia Wyatt; Jeanie Bone; Barbara Havard

Subject: McMurry University Online Adjunct New Hire Payroll Paperwork REMINDER

Good Morning Jeff!

Please be reminded that the first day for online classes is **Tuesday, January 16th** and as a new online adjunct of McMurry University you will need to complete new hire payroll paperwork. I have attached all of the needed new hire forms for your convenience. The attached forms will need to be completed by you and returned via email to scott.renee@mcm.edu by **Friday, January 12th**.

Attached you will find the location of a reciprocal processing institution nearest you in order to complete the Form I-9. Please take your required identification (examples of acceptable I.D.'s are listed on page 3 of the I-9 Form) along with the Form I-9 to the reciprocal processing institution, as identified, for completion of the form.

Once all forms are completed please scan and email them to scott.renee@mcm.edu. The original forms will need to be mailed to **McMurry University, Human Resources, 1 McMurry University #87, Abilene, TX 79697** for filing purposes.

If you have any questions please contact me by phone at 325-793-3822 or email scott.renee@mcm.edu.

Thank you and we hope that you have a great semester!

Renee Scott, Financial Affairs Coordinator

Finance & Administration

McMurry University

#1 McMurry University | Box 308 | Abilene, TX 79697

325-793-3822 Office | 325-793-4805 Fax

scott.renee@mcm.edu | www.mcm.edu





Meet Your Instructor



Meet Your Instructor

Jeff M. Pearson, Police Chief

Instructor Information



My name is Jeff M. Pearson, and I have been a member of the McMurry faculty since 2018. My field is Criminal Justice, and my favorite areas are Budgeting, Investigations, and Homeland Security, to name a few. I have been employed with the Satellite Beach Police Department since January 1987. On August 1, 2011, I was promoted from Deputy Chief to Police Chief. I am responsible for all department operations, along with the police department's administration, operations, policies, and budget.

I started as a dispatch trainee and was hired as a full-time dispatcher in March 1987. In January 2006, I was fortunate enough to attend and graduate from the FBI National Academy in Quantico, Virginia (Session #224). I took 5 master's level classes and also earned the famed Yellow Brick.

I moved to Brevard County from Rochester, New York in 1979. I attended Satellite High School and graduated with an Associate's Degree from Brevard Community College in 1990. In 2003 he graduated from The University of Central Florida with a Bachelor's degree in Criminal Justice with a minor in Psychology. In December 2006, I graduated from Webster University with a Master's degree in Public Administration.

In 2016, I was appointed by Governor Rick Scott to serve as Commissioner of the Criminal Justice Standards and Training Commission. It is the responsibility of this Commission to ensure that all citizens of Florida are served by criminal justice officers who are ethical, qualified, and well-trained. I was elected as 3rd Vice-President of the Executive Board of Florida Police Chiefs Association in 2018. I have ascended through the board positions, and I am currently 1st Vice-President.

McMurry Courses taught:

- CRJS 1311 Principles of Criminal Justice
- CRJS 1312 Introduction to Law Enforcement
- CRJS 1313 Crisis Management
- CRJS 1321 Criminal Investigations

- CRJS 4353 Homeland Security Law and Public Policy

Credentials:

Jeff M. Pearson, M.S. joined McMurry faculty in 2018

Police Chief, Satellite Beach Police Department, Brevard County, Florida

McMurry University Online Campus Adjunct Instructor for Criminal Justice

Education:

- B.S., 2003 University of Central Florida
- M.S., 2006 Webster University

Experience and Certificates/Accomplishments

- In 2007 selected as one of Lead Brevard's "4 under 40". This award is presented to the four young professionals in the county who show outstanding leadership qualities and strong community involvement.
- In 2016 appointed by Governor Rick Scott to serve as Commissioner on the Criminal Justice Standards and Training Commission. It is the responsibility of this Commission to ensure that all citizens of Florida are served by criminal justice officers who are ethical, qualified, and well-trained.
- Chief Pearson was elected as 3rd Vice-President of the Executive Board of Florida Police Chiefs Association in 2018. He has ascended through the board positions and is currently 1st Vice-President. Chief Pearson will be sworn in as President in the summer of 2020. Chief Pearson was elected as 3rd Vice-President of the Executive Board of the FBI National Academy Associates Florida Chapter in 2012 and served as President in 2016.

**Communication Plan**

You can expect regular and meaningful interaction in this course through the following:

- Proactive facilitation of discussions.
- Timely, individualized, and actionable feedback.
- Multimedia and interactive activities integration.
- Opportunities to apply what you learn and real-world connections.
- Personalized learning pathways and flexible engagement.



When and How to Reach Me

- **Email and text:** pearson.jeff@mcm.edu (<mailto:pearson.jeff@mcm.edu>)
 - You can contact me **anytime** via email or text message.
- **Phone or video chat (by request):**
 - **Monday–Friday:** 4:30 PM – 10:00 PM (EST)
 - **Saturday–Sunday:** 8:00 AM – 10:00 PM (EST)
 - **Phone/video contact number:** (321) 271-7425

If you have questions or need help, don't hesitate to reach out. I'm here to support you throughout the course!



Course Search



Search Results

Search Again

Term: 2025-2026 - Fall ▼

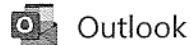
Division: Undergraduate ▼

Other previously selected search criteria still apply.

Add	Textbooks	Course code	Name	Faculty	Seats Open	Status	Schedule	Credits	Begin Date	End Date
☐		CRJS 1311 32 VC	Principles of Criminal Justice	Pearson, Jeffrey M.	10/20	Open	Online; Virtual Campus, VC Courses	3.00	8/25/2025	10/10/2025
☐		CRJS 1313 36 VC	Crisis Management	Pearson, Jeffrey M.	6/20	Open	Online; Virtual Campus, VC Courses	3.00	10/20/2025	12/5/2025
☐		CRJS 4353 36 VC	Homeland Security	Pearson, Jeffrey M.	24/25	Open	Online; Virtual Campus, VC Courses	3.00	10/20/2025	12/5/2025

EMPLOYEE LEAVE HISTORY REPORT FOR CITY OF SATELLITE BEACH
01/01/2025 - 12/31/2025

Check Date	Check No.	Leave Bank Code	Prior Balance	Leave Accrued	Leave Used	Leave Lost	Leave Adjusted	Leave Bough Out	Ending Balance
07/10/2025	DD20695	FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	573.00	8.00	0.00	0.00	0.00	0.00	581.00
		VACATION	314.00	14.00	0.00	0.00	0.00	0.00	328.00
07/24/2025	DD20837	FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	581.00	0.00	0.00	0.00	0.00	0.00	581.00
		VACATION	328.00	0.00	0.00	0.00	0.00	0.00	328.00
08/07/2025	DD20983	FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	581.00	8.00	0.00	0.00	0.00	0.00	589.00
		VACATION	328.00	14.00	0.00	0.00	0.00	0.00	342.00
08/21/2025	DD21133	FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	589.00	0.00	0.00	0.00	0.00	0.00	589.00
		VACATION	342.00	0.00	0.00	0.00	0.00	0.00	342.00
09/04/2025	DD21274	FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	589.00	8.00	0.00	0.00	0.00	0.00	597.00
		VACATION	342.00	14.00	12.00	0.00	0.00	0.00	344.00
Employee Totals:		FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	597.00	0.00	0.00	0.00	0.00	0.00	597.00
		VACATION	344.00	0.00	0.00	0.00	0.00	0.00	344.00
		FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	561.00	64.00	28.00	0.00	0.00	0.00	597.00
		VACATION	328.00	112.00	60.00	36.00	0.00	0.00	344.00
			905.00	176.00	88.00	36.00	0.00	0.00	957.00
Grand Totals:		FLOATING HOLIDAY	16.00	0.00	0.00	0.00	0.00	0.00	16.00
		SICK	561.00	64.00	28.00	0.00	0.00	0.00	597.00
		VACATION	328.00	112.00	60.00	36.00	0.00	0.00	344.00
			905.00	176.00	88.00	36.00	0.00	0.00	957.00



RE: Budgeting Classes

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Thu 5/8/2025 2:32 PM
To Nicholas Bloom <nbloom@clermontfl.org>

You bet. Hope to see you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Nicholas Bloom <nbloom@clermontfl.org>
Sent: Thursday, May 8, 2025 2:30 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Budgeting Classes

Chief Pearson,
That worked. Thank you.

Lieutenant Nick Bloom
Professional Standards
Clermont Police Department
nbloom@clermontfl.org

Tel (352) 536-8442
Fax (352) 394-1961



3600 S Highway 27
Clermont, FL 34711
(352) 394-5588
www.clermontfl.gov

9/3/25, 3:26 PM



RE: Budgeting Classes - Suzanne Sherman - Outlook



Our mission: To preserve and

*enhance the quality of life for the
Clermont community by providing exceptional services.*

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, May 8, 2025 2:23 PM
To: Nicholas Bloom <nbloom@clermontfl.org>
Subject: RE: Budgeting Classes

If you go to www.trainingforceusa.com you should find it. If not if you email them and tell them that you spoke with me and I mentioned it they should be able to help you. If not let me know and I'll do it. I do know they had a family emergency, and they may not respond immediately but they will. Take care and hope to see you soon.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Nicholas Bloom <nbloom@clermontfl.org>
Sent: Thursday, May 8, 2025 2:13 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Budgeting Classes

Chief Pearson,

Thank you for the quick reply. I found the information for the one at Daytona State but I have not been able to find anything yet for the one in Broward County. If you have a contact for the Broward County class, that would be great. Thank you.

Lieutenant Nick Bloom
Professional Standards
Clermont Police Department
nbloom@clermontfl.org

Tel (352) 536-8442
Fax (352) 394-1961





3600 S Highway 27
Clermont, FL 34711
(352) 394-5588
www.clermontfl.gov



Our mission: To preserve and

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Clermont community by providing exceptional services.*

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Wednesday, May 7, 2025 7:23 PM
To: Nicholas Bloom <nbloom@clermontfl.org>
Subject: Re: Budgeting Classes

Good evening lieutenant-

First, let me apologize for the delay in responding. Been a busy day. For a minute I thought it was Monday. I teach that class next on July 25, 2025, in Broward County and again in August at Daytona State College on August 28, 2025. If you need assistance getting registered for one of those, let me know and I can put you in touch of the right person. Thank you for the email and I hope all is well. Stay safe.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Nicholas Bloom <nbloom@clermontfl.org>
Sent: Wednesday, May 7, 2025 2:01:33 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Budgeting Classes

Hello Chief,

I am looking for some budgeting classes and I was told you are the best guy for that. Do you happen to know if there are any budgeting classes coming up that you are teaching? Any information would be appreciated. Thank you.

Lieutenant Nick Bloom
Professional Standards
Clermont Police Department
nbloom@clermontfl.org

Tel (352) 536-8442

Fax (352) 394-1961





3600 S Highway 27

Clermont, FL 34711

(352) 394-5588

www.clermontfl.gov



*enhance the quality of life for the
Clermont community by providing exceptional services.*

Our mission: To preserve and

Website: <https://www.clermontfl.gov/>

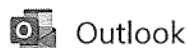
PLEASE NOTE: Under Florida law, e-mail addresses are public records. If you do not want your email address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

Website: <https://www.clermontfl.gov/>

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Fw: Budgeting Evaluations

From Jeff M. Pearson <jeffpearson2020@gmail.com>

Date Thu 8/28/2025 5:37 PM

To Jeff Pearson <jpearson@satellitebeach.gov>

 1 attachment (7 MB)

scan_886725_2025-08-28-16-16-55.pdf;

Jeff M. Pearson

From: Sarah Carter <sarah_carter1511@daytonastate.edu>

Sent: Thursday, August 28, 2025 4:46:15 PM

To: Jeff M. Pearson <jeffpearson2020@gmail.com>

Subject: Budgeting Evaluations

Hello Chief,

Thank you so much for your time today. Here are the evals from the class.

Please send your invoice so we can finalize payment.

I'll follow up with you on Line Supervision 😊

Take Care,

Sarah Carter

Coordinator - Advanced & Specialized Training

Charles M. Curb School of Emergency Services

Daytona State College

(386) 506-4141

From: papercut@daytonastate.edu <papercut@daytonastate.edu>

Sent: Thursday, August 28, 2025 4:17:28 PM

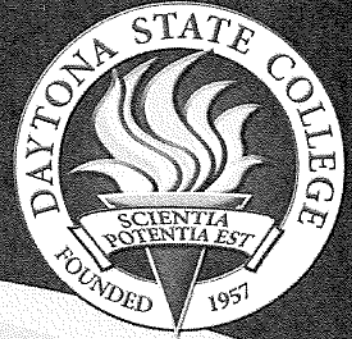
To: Sarah Carter <sarah_carter1511@daytonastate.edu>

Subject: Your scan (Scan to My Email)

Please note: Florida has very broad public record laws. Most written communications to or from college employees are public records and available to the public and media upon request. Your e-mail communications may therefore be subject to public disclosure.

Institute for Criminal Justice

Daytona State College



Effective Budgeting for Command Staff & Managers

Thursday, August 28, 2025
8:30 a.m. – 5 p.m.

Location: DSC Advanced Technology College

Not eligible for Salary Incentive

COURSE: This one-day course demystifies the fundamentals of budgeting in the criminal justice field and provides practical tools every manager should possess. Designed for both new and experienced law enforcement administrators and supervisors, this class focuses on developing the skills necessary to prepare, justify, and manage agency budgets with confidence. In today's environment, effective budgeting is a critical leadership competency. An agency's ability to serve its community depends not only on the resources it secures but also on how clearly its financial needs are communicated and how responsibly those resources are managed.

TOPICS: Building a Budget & Priorities, Budget Framework & the Type Used, Staffing Formulas, How to Monitor & Manage a Budget, How to Present a Budget to Superiors, Elected Officials, and the Public, and much more.

NOTE: Students must attend the entire class and bring a calculator.

INSTRUCTOR: Police Chief and FBI National Academy graduate Jeff Pearson, Satellite Beach PD

**THIS TRAINING COURSE IS CJSTC TRUST FUNDED
REGION 7 OFFICERS HAVE FIRST SEATING PRIORITY**

TO REGISTER:

Please email a completed Daytona State College Training
Registration Form to
FDLETraining@daytonastate.edu



For more info, scan the code or
got to- <http://bit.ly/3yb9v64>

Questions?

(386) 506-4141

Daytona State College - ATC
1770 Technology Blvd.
Daytona Beach, FL 32117
(386) 506-4204



Outlook

Reservation Confirmation #76009980 for Fairfield Inn & Suites Orlando at FLAMINGO CROSSINGS® Town Center

From Fairfield Inn By Marriott Reservations <reservations@res-marriott.com>

Date Mon 5/19/2025 11:32 AM

To Jeff Pearson <jpearson@satellitebeach.gov>

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Fairfield Inn & Suites Orlando at
FLAMINGO CROSSINGS® Town Center

631 Flagler Avenue Winter Garden, Florida
34787 USA

+1-407-993-9200

Thank you for booking with us, Jeff Pearson.

You're ready to go.

Tue, Aug 05, 2025 – Thu, Aug 07, 2025

Confirmation Number: 76009980



Check-In: Tuesday, August 5, 2025 04:00 PM

Check-Out: Thursday, August 7, 2025 11:00 AM

Number of rooms 1 Room

Guests per room 1 Adult

Guarantee Method Credit Card Guarantee, Visa

Total for Stay (all rooms) 249.75 USD

Room 1

Room Type 

Guest room, 1 King

Guaranteed Requests:

None

ALL REQUESTS 

[Manage Stay](#)

Important Information About Your Stay



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My Account

Jeff Pearson

Your Stay: 2 Nights

[View Account](#)

XXXXXX4000

2,760,399

Titanium Elite

Account

Points

Status

Enjoy these Titanium Elite benefits* during your stay.

Learn More

75% Bonus on Base Points Earned

Elite Welcome Gift

Complimentary Room Upgrade

*Benefits vary by brand and hotel. Select benefits are subject to availability. Please see full [terms and conditions](#).

Summary Of Charges

Tuesday, August 5, 2025 – Thursday, August 7, 2025

2 Nights at 111.00 USD per night per room

Amex Business Card Rate, Marriott Bonvoy Business American Express Card Rate

Taxes & Fees (per night per room)

Estimated Government Taxes & Fees

13.88 USD

Totals

Total for Stay (all rooms)

249.75 USD

Other Charges

On-site parking, fee: 20.00 USD daily

Rate Details & Cancellation Policy

- You may cancel your reservation for no charge before 11:59 PM local hotel time on Sunday, August 3, 2025 (2 day[s] before arrival).
- Please note that we will assess a fee of 124.88 USD if you must cancel after this deadline.
- Please be prepared to show proof of eligibility for your rate (such as a membership card, corporate or government identification card, or proof of your age).
- Please note that a change in the length or dates of your reservation may result in a rate change.

Rate Guarantee Limitation(s)

- Changes in taxes or fees implemented after booking will affect the total room price.

Additional Information

- Upon check-in an authorization request will be placed on your credit or debit card (where accepted) in an amount equal to the cost of the room, tax and incidental charges for the length of your stay (up to seven nights). If your stay exceeds seven nights, an additional authorization may be requested for the entire amount of your stay (room, tax and incidentals). Upon check-out, your payment card will be charged for the actual amount incurred during your stay.

Contact Us

Phone Numbers

Call 1-800-228-2800 in the US and Canada

For everywhere else, call our Worldwide Telephone Numbers

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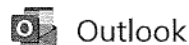
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RE: Teaching Opportunity - September NSLP Class

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Mon 5/19/2025 10:56 AM
To Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Oh, wow that's not good. I hope it wasn't anything serious and that you're feeling much better.
P

No problem just wanted to be sure. It's on my calendar and I'm looking forward to it. Working on a new PPT with some new material. I think you will like it.

Take care and see you soon.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Sent: Monday, May 19, 2025 10:36 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Teaching Opportunity - September NSLP Class

Good morning,

Thank you for following up – Yes, we can officially lock in the September 17th teaching date.

I apologize for the radio silence, I've been out sick until today, so I'm playing catch-up now. Appreciate you reaching back out on this.

Melanie Sheats

Program Administrator
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Monday, May 19, 2025 10:30 AM

9/3/25, 3:12 PM

RE: Teaching Opportunity - September NSLP Class - Suzanne Sherman - Outlook

To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: Teaching Opportunity - September NSLP Class

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Just checking to see that you received my email response to this?

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Friday, May 9, 2025 12:16 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: Teaching Opportunity - September NSLP Class

Good afternoon Chief,

Would you be available to teach 'Management vs. Leadership' on Wednesday, September 17, 2025, at FDLE HQ in Tallahassee? This would be for our fall delivery of the New Supervisor Leadership Program (NSLP), the same program you're teaching in for us on June 10th. Please let me know your thoughts, or if you have any questions/concerns.

Thanks! Hope you're doing well.

Melanie Sheats

Program Administrator
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325



Re: Schedule for FLA Class 60 - Clermont

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Fri 1/31/2025 9:05 AM
To Calhoun, Gary <GaryCalhoun@fdle.state.fl.us>

I will be there. Looking forward to it. Thank you.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Calhoun, Gary <GaryCalhoun@fdle.state.fl.us>
Sent: Friday, January 31, 2025 9:02:57 AM
To: wboulier@broward.edu <wboulier@broward.edu>; oper8or32@gmail.com <oper8or32@gmail.com>; scott@hardlineleaders.com <scott@hardlineleaders.com>; brettmeade114@gmail.com <brettmeade114@gmail.com>; Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Schedule for FLA Class 60 - Clermont

Greetings,

The proposed schedule for week 1 of FLA Class 60 is below. Please reply to this email to confirm your attendance or let me know if you have any conflicts or questions.

Session 1	Leadership	
May 05	Monday	Management vs. Leadership: A Framework – Pearson
May 06	Tuesday	Professional Research Development and Presentation – Meade
May 07	Wednesday	The Motivational Leader/Foundational Leadership – Griffith
May 08	Thursday	Managing Generational Differences - Allen
May 09	Friday	Leading into the Future – Boulier

This class is hosted by the Clermont Police Department and will be held at the Clermont Arts and Recreation Center 3700 South Highway 27 Clermont, FL 34711.

The host hotel address and booking link is below:

Home 2 Suites
1450 Champions Way
Clermont, FL 34711

You can call reservations at 1-877-646-6302 and use the group code **90A** or use the reservation link below.

Please use this link specifically as copying it from one browser to another browser will remove the connections required.

Booking Link: <https://www.hilton.com/en/book/reservation/deeplink/?ctyhocn=MCOCLHT&groupCode=CHT90A&arrivaldate=2025-05-04&departuredate=2025-05-09&cid=OM,WW,HILTONLINK,EN,DirectLink&fromId=HILTONLINKDIRECT>

Please let me know if you have any questions.

Thank you for your commitment to our program.

Regards,

Gary T. Calhoun
Research and Training Specialist
Florida Leadership Academy Program Administrator
Florida Department of Law Enforcement
P.O. Box 1489
Tallahassee, FL 32302-1489
850-528-0059 (office/mobile)
GaryCalhoun@fdle.state.fl.us





Outlook

FLA Class 60 Schedule for Week 4

From Calhoun, Gary <GaryCalhoun@fdle.state.fl.us>

Date Wed 4/16/2025 3:18 PM

To jrobinson@sjso.org <jrobinson@sjso.org>; Lisa Grossman (lgrossman@smrperform.com)
<lgrossman@smrperform.com>; Jeff Pearson <jpearson@satellitebeach.gov>

Greetings,

The schedule for week 4 of FLA Class 60 in Clermont is below. Please reply to this email to confirm your participation or let me know if you have any conflicts or questions.

Aug 04	Monday (morning)	How Money Works - Robinson
Aug 05	Tuesday	ARMOR – Grossman
Aug 06	Wednesday	Professional Presentations – Pearson
Aug 07	Thursday (morning)	Professional Presentations – Pearson

This class is hosted by the Clermont Police Department and will be held at the Clermont Arts and Recreation Center 3700 South Highway 27 Clermont, FL 34711.

The host hotel address and booking link is below:

Home 2 Suites

1450 Champions Way

Clermont, FL 34711

Your Attendee Reservation URL (long version) is immediately below. Please use this link specifically as copying it from one browser to another browser will remove the connections required.

Code - FL3

Booking Link: <https://www.hilton.com/en/book/reservation/deeplink/?ctyhocn=MCOCLHT&groupCode=CHTFL3&arrivaldate=2025-08-03&departuredate=2025-08-08&cid=OM,WW,HILTONLINK,EN,DirectLink&fromId=HILTONLINKDIRECT>

Please let me know if you will be staying one or two nights at the hotel.

Thank you for your commitment to our program.

Regards,

Gary T. Calhoun

Florida Leadership Academy Program Administrator

Florida Department of Law Enforcement

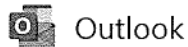
P.O. Box 1489

Tallahassee, FL 32302-1489

850-528-0059 (office/mobile)

GaryCalhoun@fdle.state.fl.us





Re: New Chiefs Training

From Jeff Pearson <jpearson@satellitebeach.gov>
Date Wed 3/5/2025 1:06 PM
To Jennifer Jones <jjones@fpca.com>

I'm teaching management versus leadership to the saint louis county sheriff's office. So yeah I enjoy that.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Jennifer Jones <jjones@fpca.com>
Sent: Wednesday, March 5, 2025 1:04:37 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: New Chiefs Training

Absolutely! Yes sir. I hope this is something fun you are attending.

Jen Jones
Customer Service Coordinator
Florida Police Chiefs Association
jjones@fpca.com
Office: 850-219-3631

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Wednesday, March 5, 2025 1:03 PM
To: Jennifer Jones <jjones@fpca.com>
Subject: Re: New Chiefs Training

Good afternoon, so I haven't responded because I'm not really sure if I could make it on the 29th or not. I have to fly out the next morning to saint louis to teach a class on thursday. So, it kind of depends on if that class goes for sure, and if so, when is my flight. It's kind of up in the air until it gets a little closer and I get authorization to make travel arrangements. I will keep you posted.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department

9/3/25, 3:01 PM

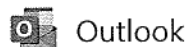
Re: New Chiefs Training - Suzanne Sherman - Outlook

FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Jennifer Jones <jjones@fpca.com>
Sent: Tuesday, March 4, 2025 2:06:05 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: New Chiefs Training

Good afternoon, Chief,
I am excited to see that you will be joining us again for the New Chiefs Training in Lake Mary.
You know my questions and I am pretty sure of your answers, but here we go.
Do you have any updated material for the students or your PowerPoint? You are scheduled for Tuesday, April 29 from 1-3 and I am sure you are attending the Board of Directors meeting that evening. So, hotel for sure on that Tuesday night. Do you need on Monday night as well?
Just let me know and we will get you taken care of!
Thank you,

Jen Jones
Customer Service Coordinator
Florida Police Chiefs Association
jjones@fpca.com
Office: 850-219-3631



Reservation Confirmation #76156915 for Courtyard Pensacola

From Courtyard By Marriott Reservations <reservations@res-marriott.com>

Date Wed 3/5/2025 3:02 PM

To Jeff Pearson <jpearson@satellitebeach.gov>

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Courtyard Pensacola

 451 Creighton Road Pensacola, Florida 32504  +1-850-857-7744
USA

Thank you for your booking, Jeff Pearson.

Pursue your Passion

Tue, Apr 08, 2025 – Fri, Apr 11, 2025

Confirmation Number: 76156915



Check-In: Tuesday, April 8, 2025

03:00 PM

Check-Out: Friday, April 11, 2025

12:00 PM

Number of rooms	1 Room
Guests per room	1 Adult
Guarantee Method	Credit Card Guarantee, Visa
Total for Stay (all rooms)	407.25 USD

Room 1

Room Type  Guest room, 2 Queen

Guaranteed Requests:

Non-Smoking Room

ALL REQUESTS 

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Important Information About Your Stay



In order to prepare for your upcoming stay, we invite you to [learn more](#) about what to expect when you arrive and the experiences that await you.



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Upon early departure, an Early Departure Charge of one night's room & applicable tax applies.



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My Account

Jeff Pearson

Your Stay: 3 Nights

[View Account](#)

XXXXXX4000
Account

2,677,297
Points

Titanium Elite
Status

Summary Of Charges

Tuesday, April 8, 2025 – Thursday, April 10, 2025

2 Nights at 122.00 USD per night per room

Long Term Stay rate, see Rate details

Thursday, April 10, 2025 – Friday, April 11, 2025

1 Night at 118.00 USD per night per room

Long Term Stay rate, see Rate details

Taxes & Fees (per night per room)

Estimated Government Taxes & Fees 15.08 USD

Totals

Total for Stay (all rooms) 407.25 USD

Other Charges

On-site parking, fee: 10.00 USD daily

Rate Details & Cancellation Policy

- You may cancel your reservation for no charge before 11:59 PM local hotel time on Monday, April 7, 2025 (1 day[s] before arrival).
- Please note that we will assess a fee of 137.25 USD if you must cancel after this deadline.
- Travel agents: please note that this rate is commissionable.
- Your current rate may be available if your modified reservation still includes: A stay of 3 night(s) or more.
- Please note that a change in the length or dates of your reservation may result in a rate change.

Rate Guarantee Limitation(s)

- Changes in taxes or fees implemented after booking will affect the total room price.

Additional Information

- Upon check-in an authorization request will be placed on your credit or debit card (where accepted) in an amount equal to the cost of the room, tax and incidental charges for the length of your stay (up to seven nights). If your stay exceeds seven nights, an additional authorization may be requested for the entire amount of your stay (room, tax and incidentals). Upon check-out, your payment card will be charged for the actual amount incurred during your stay.

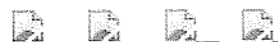
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Outlook

RE: lunch Monday?

From Christopher Prusaski <chris@prusaski-law.com>

Date Tue 3/25/2025 10:46 AM

To Jeff Pearson <jpearson@satellitebeach.gov>

Blue Ridge sounds amazing. Have a relaxing trip and I'll see you next time. There's a diner (total dive – Janet might be offended if you take her there) there called Bumblebee we ate at years ago and I remember the home made chicken fried steak.

Christopher Warren Prusaski
Attorney at Law
Prusaski-Law, P.A.
7879 Red River Road
West Palm Beach, Florida 33411
Tel.: 561.310.6680
www.prusaski-law.com

From: Jeff Pearson <jpearson@satellitebeach.gov>

Sent: Tuesday, March 25, 2025 10:29 AM

To: Christopher Prusaski <chris@prusaski-law.com>

Subject: RE: lunch Monday?

No, I can't. Janet and I head out to Blue ridge for the weekend this Friday. Which stinks because when you move it's going to be really hard to do stuff like this.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Christopher Prusaski <chris@prusaski-law.com>

Sent: Tuesday, March 25, 2025 10:10 AM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: RE: lunch Monday?

I pulled the trigger on that email too soon I'm afraid. Just realized I have a call at 12:00 p.m. Monday. As an alternative, would you be available for a coffee and chat in the office after my zoom call sometime Monday afternoon before I hit the road going back south?

Christopher Warren Prusaski
Attorney at Law

9/3/25, 2:53 PM

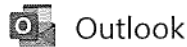
RE: lunch Monday? - Suzanne Sherman - Outlook

Prusaski-Law, P.A.
7879 Red River Road
West Palm Beach, Florida 33411
Tel.: 561.310.6680
www.prusaski-law.com

From: Christopher Prusaski
Sent: Tuesday, March 25, 2025 10:06 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: lunch Monday?

Hi there. Any availability for an early lunch on Monday? I have a Zoom call at 1:30 so will need to be on Cinnamon Court around 1:15'ish.

Christopher Warren Prusaski
Attorney at Law
Prusaski-Law, P.A.
7879 Red River Road
West Palm Beach, Florida 33411
Tel.: 561.310.6680
www.prusaski-law.com



Outlook

New Chiefs Training - February 17th - 21st

From Amanda Dobson <adobson@fpca.com>**Date** Tue 2/11/2025 1:48 PM**To** p l <pkrrh77@gmail.com>; Gregg Rossman <gregg@rossmanlegal.com>; Michael Ramage <michaelramage@yahoo.com>; Jeff Pearson <jpearson@satellitebeach.gov>; Barkley, John <jbarkley@mytreasureisland.org>; Jamie Cruse <jamie.cruse@perrypolice.net>; thomas.lewis@clewiston-fl.gov <thomas.lewis@clewiston-fl.gov>; Marshall Jones <mjones@fit.edu>; Bill Berger (bill.berger@usdoj.gov) <Bill.Berger@usdoj.gov>; Todd Garrison <tgarrison@northportpdf.gov>; daniel.slaughter@myclearwater.com <daniel.slaughter@myclearwater.com>**Cc** Butch Arenal <barenal116@outlook.com>; Jennifer Pritt <jpritt@fpca.com>; Jennifer Jones <jjones@fpca.com>

4 attachments (2 MB)

Feb 2025 Agenda - Final.docx; Map - Level 3.pdf; Day parking directions.pdf; Class Roster.xlsx;

Good afternoon,

Attached is the final agenda and class roster for training next week. All training is being held at the **Tampa International Airport Police Department (4160 George J. Bean Pkwy, Tampa, FL)** with hotel accommodations at the attached hotel – Tampa Airport Marriott (4200 George J. Bean Pkwy, Tampa, FL). If you let Jen know that you needed a reservation, I will be contacting you immediately following this email with your confirmation number and dates of stay.

Overnight Parking: If you are staying at the hotel, you will park there and walk over to the Airport Boardroom. Walk out of the Marriott into the airport - you will be on Level 3. Walk past the Main Terminal Starbucks, go towards Airside A and look for the blue Earhart elevators. Between Airside A and the Earhart elevators is a hallway. There is a Main Terminal Boardroom located at the end where the training will be held. Please see the attached **Map – Level 3** for reference.

Day Parking: If you are commuting for the day, follow the attached **Day parking directions** with map and pictures. Please send me the make, model, and tag # of your vehicle you will be driving to ensure it is not towed.

Please let me know if you have any questions.

Thank you,

Amanda Dobson**Administrative Operations Manager****Florida Police Chiefs Association**adobson@fpca.com**Office: 850-219-3631**



2025 New Police Chiefs Seminar Tampa International Airport Police Department February 17 – February 21, 2025



Monday, February 17, 2025

8:00am	Welcome and Introductions Chief Charlie Vazquez, FPCA President John Tiliacos, Executive Vice President of Operations and Customer Service Facilitator: Retired Chief Albert “Butch” Arenal
8:30am-12:00pm	The Disciplinary Process through Florida’s Criminal Justice Standards and Training Commission Instructor: Retired Chief Patrick Lynn, Fort Lauderdale Police Department
12:00pm–1:00pm	Luncheon Sponsor – Red Speed
1:00pm-4:30pm	CONTINUED... The Disciplinary Process through Florida’s Criminal Justice Standards and Training Commission Instructor: Retired Chief Patrick Lynn, Fort Lauderdale Police Department, and Gregg Rossman, Esq., Rossman Legal
6:00pm	Hotel Networking/Meet and Greet

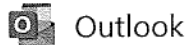
Tuesday, February 18, 2025

8:30am-12:00pm	Ethics and the Chief of Police Instructor: Mr. Michael Ramage, Legal Advisor for the Institute for Intergovernmental Research, Inc. and Retired FDLE General Counsel
12:00pm-1:00pm	Luncheon Sponsor – Extra Duty Solutions
1:00pm – 3:00pm	Your Budget – How to Navigate the Budget Process Instructor: Chief Jeff Pearson, Satellite Beach Police Department
3:00pm-5:30pm	Navigating Critical/Crisis Events and Leadership Challenges: Panelist of Chiefs - Perspective of Departments of Differing Resources/Challenges • Chief John Barkley, Treasure Island PD • Chief Jamie Cruse, Perry PD • Chief Thomas Lewis, Clewiston Facilitator: Retired Chief Albert “Butch” Arenal, Coconut Creek Police Department and Punta Gorda Police Department
6:00pm-9:00pm	Networking Dinner, The View at CK’s Dinner Sponsor - Whelen Engineering

Wednesday, February 19, 2025

8:30am-12:00pm	Adding New Tools to the Police Chief Toolbox Instructor: Dr. Marshall Jones, FIT, Assistant Professor School of Psychology and Director of CoPLA Online Programs & Director for the Center for Applied Criminal Case Analysis
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12:00pm-1:00pm	Luncheon Sponsor - <i>Jenoptik</i>
1:00pm-5:00pm	Managing Generational Differences Instructor: <i>Dr. Marshall Jones, FIT, Assistant Professor School of Psychology and Director of CoPLA Online Programs & Director for the Center for Applied Criminal Case Analysis</i>
Thursday, February 20, 2025	
8:30am-11:30am	Dealing with the Common Pitfalls of Being a Chief Panelists of Chiefs: • <i>US Marshal Bill Berger, Middle District of Florida</i> • <i>Chief Todd Garrison, North Port PD</i> • <i>Chief Daniel Slaughter, Retired, Clearwater PD</i> Facilitator: <i>Retired Chief Albert "Butch" Arenal, Coconut Creek Police Department and Punta Gorda Police Department</i>
12:00pm-1:00pm	Luncheon Sponsor - <i>Peregrine</i>
1:00pm – 3:00pm	Challenging the Police Culture Instructor: <i>Retired Chief Albert "Butch" Arenal, Coconut Creek Police Department and Punta Gorda Police Department</i>
3:00pm – 4:45pm	Crisis Management for the Chief Executive Instructor: <i>Retired Chief Albert "Butch" Arenal, Coconut Creek Police Department and Punta Gorda Police Department</i>
Friday, February 21, 2025	
8:30am -10:00am	Dynamic Change Leadership Instructor: <i>Retired Chief Albert "Butch" Arenal, Coconut Creek Police Department and Punta Gorda Police Department</i>
10:00am -11:30am	Building Your Foundation for Success Instructor: <i>Retired Chief Albert "Butch" Arenal, Coconut Creek Police Department and Punta Gorda Police Department</i>
11:30 – 12:00pm	Graduation – Group Picture Class A Uniform



RE: Jan. 29th - Generational Differences Class at FDLE

From Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Date Wed 2/5/2025 10:30 AM
To Jeff Pearson <jpearson@satellitebeach.gov>

Oh, I do the same exact thing – recapping the day in my head on the drive home. So if that’s weird, we’re both in trouble.

No concerns from me on what you mentioned. With the balance of the workforce continuing to change so much, so I could see the potential need for additional updates/emphasis on Gen Z by the time the next class rolls around in 2026. But all-around great classroom conversation last week in my opinion. I’ll be sure to share any feedback from the class once I have that ready too (plus I still owe you an eval from the last class).

Always appreciate you making the drive up to teach for us! It’s always a fun and engaging day.

Thank you again,

Melanie Sheats

Government Analyst II
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Monday, February 3, 2025 10:10 AM
To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good morning-

As I was driving home Thursday I was going over the day in my head. I know, It’s weird, that’s just what I do. Next time I’ll get to the Gen Z stuff earlier then I did. Being the first time I taught it, I kept thinking it was coming up soon, then conversation would happen and time would fly..... Just felt it was a little rushed at the end and I didn’t like that as much. Just my ramblings from a long road trip. Still a good day and it was covered but can be done better.

Hope you have a great week.

Jeff M. Pearson

Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Sent: Tuesday, January 28, 2025 7:02 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Jan. 29th - Generational Differences Class at FDLE

Sounds good, regarding the videos discussed below. Also, I opted not to do handout copies of this PPT, but the class will all have a copy of your bio. I have your PPT already loaded on the classroom computer, and plan to have it pulled up before you arrive.

As usual, the front desk will be expecting you, but if you encounter any issues, just give me a call.

See you in the morning!

Melanie Sheats

Government Analyst II
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Saturday, January 25, 2025 8:20 PM
To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: Re: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

So just a quick response to your email. It's really funny that you pointed that out, because I haven't played that grand trino video for maybe the past 10 years. Honestly, I don't know why I don't just delete it. But I have skipped over it. I will delete it. If you recall the last time I taught this up there, I did not play it either. So that's a given. For the rest of the videos some of them, I skip over also because they're quick and it's easier for me to just mention it and move on, so as not to take up too much class time playing videos. Everything else I completely agree with, and it appears. Once again, we are on the same page. Any video that doesn't play with you means it's not embedded, which means I probably don't generally play it. I try to balance conversation, instruction and video so that one doesn't dominate the other. Again good catch. See you Wednesday morning.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Saturday, January 25, 2025 7:24:24 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

Finally circling back regarding the PowerPoint! Our offices remained closed through Thursday after all, so yesterday was a bit of a mad dash trying to prep for next week. Apologies for my delay in getting back with you.

I've tested every video I could find in the PPT, and only encountered a few potential issues – see the red text in the list below. The issue with slide #3 is that it's trying to link to a video file stored on your computer, but of course it can't find it on mine. Let me know how I can help.

I also wanted to ask you about the video on slide #38, from 'Gran Torino'. The story is definitely a good example of dramatic change due to a significant emotional event, but I have some reservations as to how well the video itself will land with this audience given its content. How would you feel if we skipped the video on slide #38, and jumped straight to #39 to explain and discuss the film's example with the class instead? We skipped it last class due to timing and things still seemed to flow well, but please let me know if this gives you any heartburn at all.

PPT Videos/Links:

- **Slide #2 – Simon Sinek: works fine**
- **Slide #3 – Social Media Revolution: file not found**
- **Slide #18 – Generations Over Time: works fine**
- **Slide #21 – Generation Me: link issues** – some images are linked to web addresses I can't access. (Were you planning to use any of these links, or is this a non-issue?)
- **Slide #38 – Significant Emotional Event: works fine**, but may skip it? Let me know your thoughts.
- **Slide #44 – Veterans Remembered: works fine**
- **Slide #45 – The Great Depression: works fine**
- **Slide #55 – Baby Boomers: works fine**
- **Slide #62 – Baby Boomer Spenders: works fine**
- **Slide #78 – 1970s TV Quiz: works fine**
- **Slide #85 – Generation X:** Image is linked to a video that's no longer available, but it seems like the same video as the next slide.
- **Slide #86 – Generation X: works fine** (same video from slide #85?)
- **Slide #98 – Generation Y: works fine**, but it's a link to the same video that's embedded in the next slide.
- **Slide #99 – Generation Y: works fine.** Same video that's linked on previous slide.
- **Slide #100 – Google & Gen Y: works fine**
- **Slide #102 – Massage Therapy: works fine**
- **Slide #111 – Generation Y – the Millennials: works fine**
- **Slide #116 – Social Media's Revolution: works fine**
- **Slide #124 – Did You Know...: works fine**
- **Slide #153 – New Technology: works fine**

Thanks!

Melanie Sheats

Government Analyst II

Bureau of Professional Development

Florida Department of Law Enforcement

9/3/25, 3:06 PM

RE: Jan. 29th - Generational Differences Class at FDLE - Suzanne Sherman - Outlook

MelanieSheats@fdle.state.fl.us

Office: 850-410-8617

Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>

Sent: Thursday, January 23, 2025 10:18 AM

To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

No problem at all. I'm pretty flexible and easy to work with. But I am glad I have the full day. I really enjoy it and the conversation and learning that seems to come with it.

Have a wonderful day.

Jeff M. Pearson

Police Chief

Satellite Beach Police Department

FBI National Academy #224

Phone: (321) 773-4400 Ext. 462

Fax: (321) 773-5414

Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Wednesday, January 22, 2025 4:06 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

No comment on that last part, hahaha

And I am very glad you said that about the agenda. That's supposed to be 3:30pm for Glenn on Tuesday, not Wednesday. You will have all day (8:30pm to 5pm) on Wednesday. So sorry about that! Attached is the corrected copy.

I appreciate your willingness to roll with that sudden change anyway though! I promise never to throw you crazy curveballs like that if I can help it.

Melanie Sheats

Government Analyst II

Bureau of Professional Development

Florida Department of Law Enforcement

MelanieSheats@fdle.state.fl.us

Office: 850-410-8617

Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>

Sent: Wednesday, January 22, 2025 2:29 PM

To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Wow yeah right before this class isn't the best time. But hey days off are days off right?

Thank you for the agenda. I see Glenn is coming in at 3:30 I'm glad you sent me that so I can make sure I pay attention and get to all of the things I want to get to by 3:30. Not a problem at all.

No for this class no needed handouts and no flip charts. Just PPT, me and good student conversations. And of course, you to supervise me. Which, good luck, is no easy task.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Wednesday, January 22, 2025 2:21 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

I know! I didn't expect the closure either – not terribly convenient the week before a big program, but I'm thankful for not having to drive on these icy roads. (Frankly, I'm a bad enough driver as it is!)

10-4 on the handouts. Thanks!

I also wanted to provide you with a copy of our agenda for ALP session 1 next week, for your reference. We'll start at 8:30am in Classrooms B&C, and wrap anytime between 4pm and 5pm. The front desk should be expecting you. We'll be aiming for 1.5-hour lunch breaks throughout the week wherever doable, but you'll see I only have 1 hour on the agenda, just to manage expectations in case we have more material to get into.

Remind me – you didn't need any flipcharts for this piece, did you? I'll plan to have your PPT ready on the computer when you arrive, but if you'll bring a USB drive backup as usual, I'd appreciate it. If there's anything else I can have ready for you next Wednesday, just let me know. I'll touch base tomorrow regarding the PPT, as discussed.

Thanks,

Melanie Sheats

Government Analyst II
Bureau of Professional Development
Florida Department of Law Enforcement

9/3/25, 3:06 PM

RE: Jan. 29th - Generational Differences Class at FDLE - Suzanne Sherman - Outlook

MelanieSheats@fdle.state.fl.us

Office: 850-410-8617

Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>

Sent: Wednesday, January 22, 2025 2:05 PM

To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good glad you received it. I never even thought about the office being closed for this storm/snow thing. My bad. I know it's so weird having snow in Florida. I can't wait to see the pictures.

Yes, it a big file. Any issues when you get back in the office let me know and I'll take care of it. There is some good Gen Z information (and a very interesting trend in the workplace that is starting because of it. Teaser alert) Only a few slides but some great talking points that I'm sure will generate good discussion. Plus, I will add context and examples so it should be fun.

As far as handouts that's totally up to you. I don't think there is anything that absolutely has to be printed. I had classes were all of it was printed and classes where none of it was. They all work equally well. So, whatever you want to do is fine with me.

See you next week. Stay warm.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>

Sent: Wednesday, January 22, 2025 1:58 PM

To: Jeff Pearson <jpearson@satellitebeach.gov>

Subject: RE: Jan. 29th - Generational Differences Class at FDLE

Good afternoon Chief,

Thank you for following up! Yes, I have received your email and your PPT. Now it's my turn to apologize for the delay. Our office has been closed almost all week, between the MLK holiday and this winter storm that's blown

9/3/25, 3:06 PM

RE: Jan. 29th - Generational Differences Class at FDLE - Suzanne Sherman - Outlook

through. Snow in Florida! Can you believe it? Well, more like sleet really, but it still counts. Remind me next week and I'll show you pictures.

I'm having trouble opening the PPT file here at home due to its size, but we'll all be back in the office tomorrow, so I should have a better connection there. I'll let you know if I still have any issues and we'll go from there. Excited to see the new info on Gen Z!

I'll also be printing handout copies when I return to the office. I remember this one having quite a few slides, so I figured I'd ask in advance: are there any specific slides that you would *definitely* want the students to have as key informational reference points, vs. any that would be fine to trim from the printed handouts? I definitely don't want to take away from your presentation, so if it's best to just print all slides, I'll be glad to do so. Let me know what you think.

Thanks,

Melanie Sheats

Government Analyst II
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Wednesday, January 22, 2025 11:05 AM
To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: FW: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good morning-

Just wanted to make sure you received this email and that you received the PPT to your Dropbox? Hope you day is going well. See you next week.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Jeff Pearson
Sent: Thursday, January 16, 2025 3:11 PM
To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: Jan. 29th - Generational Differences Class at FDLE

Good afternoon, Melanie-

I hope all is well and you've recovered from the chaos that is the Christmas season. First let me apologize for the delay in responding. I was traveling to the panhandle and back. Can you believe Gary made me drive 8 hours to Pensacola Beach for FLA? Haha. I actually love it there and had a great time.

Anyway, I downloaded the PPT to your dropbox link. I updated a few slides and added a few that are specific to Gen Z as requested. Truth be told, I needed to add that anyway you just got me to sit down and do the research and get it done. (Thank you). It's very interesting how things are changing. You'll see when you check out the new slides. Should be interesting conversation. If you need anything else let me know. See you soon. Have a great day.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Sent: Monday, January 13, 2025 5:02 PM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: RE: Jan. 29th - Generational Differences Class at FDLE

Good afternoon Chief,

I hope your 2025 is off to a great start! Just wanted to send a quick warm-up message as we approach the start of FDLE's Advanced Leadership Program.

We look forward to having you back with us on 1/29 for *Generational Differences*. In preparation for your instruction block, would you please provide me with your PowerPoint and any handouts by January 22nd? I've also attached what I currently have for your bio – please let me know if you have any updates/changes.

Here's a DropBox link for your PPT, in case it's too large to email:
<https://www.dropbox.com/request/loVRSHDONppYXg5ixmWx>

I'll be sending logistical details next week, but if there's anything I can do for you as we gear up for the 29th, please let me know.

Thank you,

Melanie Sheats

Government Analyst II
Bureau of Professional Development
Florida Department of Law Enforcement
MelanieSheats@fdle.state.fl.us
Office: 850-410-8617
Cell: 850-491-4325

9/3/25, 3:06 PM

RE: Jan. 29th - Generational Differences Class at FDLE - Suzanne Sherman - Outlook

From: Jeff Pearson <jpearson@satellitebeach.gov>
Sent: Thursday, August 29, 2024 3:08 PM
To: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Subject: RE: Jan. 29th - Generational Differences Class at FDLE

CAUTION: This email originated outside of FDLE. Please use caution when opening attachments, clicking links, or responding to this email.

Good afternoon-

I am available and would be glad to do that class. I make sure there is a block about Gen Z for sure. Thank you and enjoy your day.

Say hi to Scott and Chris and.... Well everyone for me.

Jeff M. Pearson
Police Chief
Satellite Beach Police Department
FBI National Academy #224
Phone: (321) 773-4400 Ext. 462
Fax: (321) 773-5414
Email: jpearson@satellitebeach.gov

From: Sheats, Melanie <MelanieSheats@fdle.state.fl.us>
Sent: Thursday, August 29, 2024 10:11 AM
To: Jeff Pearson <jpearson@satellitebeach.gov>
Subject: Jan. 29th - Generational Differences Class at FDLE

Chief,

I wanted to let you know about another teaching opportunity we have coming up in January for our Advanced Leadership Program (ALP).

I'm looking to schedule a class about understanding and managing generational differences on Wednesday, January 29, 2025. This would be one full-day class from 8:30am to about 5pm (1.5 hours for lunch), held here at FDLE HQ in Tallahassee. In particular, I would love for this piece to include some info on Gen Z in the workplace, as that's definitely been a bit of a game-changer for many leaders.

If this is something you'd be available for and interested in teaching for us, would you please let me know?

Please reach out anytime if you have any questions or would like to discuss further.

Thank you,

Melanie Sheats

FDLE | Criminal Justice Professionalism
Bureau of Professional Development
MelanieSheats@fdle.state.fl.us

9/3/25, 3:06 PM

RE: Jan. 29th - Generational Differences Class at FDLE - Suzanne Sherman - Outlook

Office: 850-410-8617

Cell: 850-491-4325

FORM 1**STATEMENT OF
FINANCIAL INTERESTS****2022**

FOR OFFICE USE ONLY:

*****AUTO**ALL FOR AADC 328 T47 P1 59 8091

JEFFREY PEARSON
Satellite Beach Police Dept.
Law Enforcement, Department Of
Criminal Justice Standards & Training Commission
510 CINNAMON DR
SATELLITE BCH FL 32937-3127



ID CODE



ID NO.

239820

CONF. CODE

Pearson, Jeffrey

CHECK ONLY IF ☐ CANDIDATE OR ☐ NEW EMPLOYEE OR APPOINTEE***** THIS SECTION MUST BE COMPLETED *******DISCLOSURE PERIOD:**

THIS STATEMENT REFLECTS YOUR FINANCIAL INTERESTS FOR CALENDAR YEAR ENDING DECEMBER 31, 2022.

MANNER OF CALCULATING REPORTABLE INTERESTS:

FILERS HAVE THE OPTION OF USING REPORTING THRESHOLDS THAT ARE ABSOLUTE DOLLAR VALUES, WHICH REQUIRES FEWER CALCULATIONS, OR USING COMPARATIVE THRESHOLDS, WHICH ARE USUALLY BASED ON PERCENTAGE VALUES (see instructions for further details). CHECK THE ONE YOU ARE USING (must check one):

☐ **COMPARATIVE (PERCENTAGE) THRESHOLDS** OR ☐ **DOLLAR VALUE THRESHOLDS****PART A -- PRIMARY SOURCES OF INCOME** [Major sources of income to the reporting person - See instructions]

(If you have nothing to report, write "none" or "n/a")

NAME OF SOURCE OF INCOME	SOURCE'S ADDRESS	DESCRIPTION OF THE SOURCE'S PRINCIPAL BUSINESS ACTIVITY
City of Satellite Beach	565 Cassia Blvd, Satellite Beach, FL 32937	Police
Eastern Florida State College	3865 N. Wickham Rd, Melbourne, FL 32935	Teaching
FDLE	Tallahassee	Teaching

PART B -- SECONDARY SOURCES OF INCOME

[Major customers, clients, and other sources of income to businesses owned by the reporting person - See instructions]

(If you have nothing to report, write "none" or "n/a")

NAME OF BUSINESS ENTITY	NAME OF MAJOR SOURCES OF BUSINESS' INCOME	ADDRESS OF SOURCE	PRINCIPAL BUSINESS ACTIVITY OF SOURCE
Daytona State College		Daytona Beach	Teaching
McMurry University		Abilene, Texas	Teaching

PART C -- REAL PROPERTY [Land, buildings owned by the reporting person - See instructions]
(If you have nothing to report, write "none" or "n/a")

Primary Home - Satellite Beach, FL

You are not limited to the space on the lines on this form. Attach additional sheets, if necessary.

FILING INSTRUCTIONS for when and where to file this form are located at the bottom of page 2.

INSTRUCTIONS on who must file this form and how to fill it out begin on page 3.

PART D — INTANGIBLE PERSONAL PROPERTY [Stocks, bonds, certificates of deposit, etc. - See instructions]
(If you have nothing to report, write "none" or "n/a")

TYPE OF INTANGIBLE	BUSINESS ENTITY TO WHICH THE PROPERTY RELATES
N/A	

PART E — LIABILITIES [Major debts - See instructions]
(If you have nothing to report, write "none" or "n/a")

NAME OF CREDITOR	ADDRESS OF CREDITOR
SCCU	Indian Harbour Beach, FL 32937

PART F — INTERESTS IN SPECIFIED BUSINESSES [Ownership or positions in certain types of businesses - See instructions]
(If you have nothing to report, write "none" or "n/a")

	BUSINESS ENTITY # 1	BUSINESS ENTITY # 2
NAME OF BUSINESS ENTITY	Lionshield Training	
ADDRESS OF BUSINESS ENTITY	340 Maple Drive, Satellite Beach	
PRINCIPAL BUSINESS ACTIVITY	Teaching	
POSITION HELD WITH ENTITY	Manager	
I OWN MORE THAN A 5% INTEREST IN THE BUSINESS	Yes, 100%.	
NATURE OF MY OWNERSHIP INTEREST	Manager	

PART G — TRAINING For elected municipal officers, appointed school superintendents, and commissioners of a community redevelopment agency created under Part III, Chapter 163 required to complete annual ethics training pursuant to section 112.3142, F.S.

☐ I CERTIFY THAT I HAVE COMPLETED THE REQUIRED TRAINING.

IF ANY OF PARTS A THROUGH G ARE CONTINUED ON A SEPARATE SHEET, PLEASE CHECK HERE ☐

SIGNATURE OF FILER:

Signature:



Date Signed:

05/31/2023

CPA or ATTORNEY SIGNATURE ONLY

If a certified public accountant licensed under Chapter 473, or attorney in good standing with the Florida Bar prepared this form for you, he or she must complete the following statement:

I, _____, prepared the CE Form 1 in accordance with Section 112.3145, Florida Statutes, and the instructions to the form. Upon my reasonable knowledge and belief, the disclosure herein is true and correct.

CPA/Attorney Signature: _____

Date Signed: _____

FILING INSTRUCTIONS:

If you were mailed the form by the Commission on Ethics or a County Supervisor of Elections for your annual disclosure filing, return the form to that location. To determine what category your position falls under, see page 3 of instructions.

Local officers/employees file with the Supervisor of Elections of the county in which they permanently reside. (If you do not permanently reside in Florida, file with the Supervisor of the county where your agency has its headquarters.) Form 1 filers who file with the Supervisor of Elections may file by mail or email. Contact your Supervisor of Elections for the mailing address or email address to use. Do not email your form to the Commission on Ethics, it will be returned.

State officers or specified state employees who file with the Commission on Ethics may file by mail or email. To file by mail, send the completed form to P.O. Drawer 15709, Tallahassee, FL 32317-5709; physical address: 325 John Knox Rd. Bldg E, Ste 200, Tallahassee, FL 32303. To file with the Commission by email, scan your completed form and any attachments as a pdf (do not use any other format), send it to CEForm1@leg.state.fl.us and retain a copy for your records. Do not file by both mail and email. Choose only one filing method. Form 6s will not be accepted via email.

Candidates file this form together with their filing papers.

MULTIPLE FILING UNNECESSARY: A candidate who files a Form 1 with a qualifying officer is not required to file with the Commission or Supervisor of Elections.

WHEN TO FILE: *Initially*, each local officer/employee, state officer, and specified state employee must file **within 30 days** of the date of his or her appointment or of the beginning of employment. Appointees who must be confirmed by the Senate must file prior to confirmation, even if that is less than 30 days from the date of their appointment.

Candidates must file at the same time they file their qualifying papers.

Thereafter, file by July 1 following each calendar year in which they hold their positions.

Finally, file a final disclosure form (Form 1F) within 60 days of leaving office or employment. Filing a CE Form 1F (Final Statement of Financial Interests) does not relieve the filer of filing a CE Form 1 if the filer was in his or her position on December 31, 2021.

FORM 1**STATEMENT OF
FINANCIAL INTERESTS****2021**Please print or type your name, mailing
address, agency name, and position below:**FOR OFFICE USE ONLY:**

LAST NAME -- FIRST NAME -- MIDDLE NAME :

Pearson, Jeff M.

MAILING ADDRESS :

510 Cinnamon Drive

CITY :

Satellite Beach

ZIP :

32937

COUNTY :

Brevard

NAME OF AGENCY :

Satellite Beach Police Department

NAME OF OFFICE OR POSITION HELD OR SOUGHT :

Chief of Police

CHECK ONLY IF ☐ CANDIDATE OR ☐ NEW EMPLOYEE OR APPOINTEE****** THIS SECTION MUST BE COMPLETED ********DISCLOSURE PERIOD:**

THIS STATEMENT REFLECTS YOUR FINANCIAL INTERESTS FOR CALENDAR YEAR ENDING DECEMBER 31, 2021.

MANNER OF CALCULATING REPORTABLE INTERESTS:FILERS HAVE THE OPTION OF USING REPORTING THRESHOLDS THAT ARE ABSOLUTE DOLLAR VALUES, WHICH REQUIRES FEWER CALCULATIONS, OR USING COMPARATIVE THRESHOLDS, WHICH ARE USUALLY BASED ON PERCENTAGE VALUES (see instructions for further details). CHECK THE ONE YOU ARE USING (**must check one**):☐**COMPARATIVE (PERCENTAGE) THRESHOLDS**

OR

☐**DOLLAR VALUE THRESHOLDS****PART A -- PRIMARY SOURCES OF INCOME** [Major sources of income to the reporting person - See instructions]

(If you have nothing to report, write "none" or "n/a")

NAME OF SOURCE OF INCOME	SOURCE'S ADDRESS	DESCRIPTION OF THE SOURCE'S PRINCIPAL BUSINESS ACTIVITY
City of Satellite Beach	565 Cassia Blvd., Satellite Beach, FL 32937	
Eastern Florida State College	Wickham Rd., Melbourne, FL	Teaching
FDLE	Tallahassee	Teaching

PART B -- SECONDARY SOURCES OF INCOME

[Major customers, clients, and other sources of income to businesses owned by the reporting person - See instructions]

(If you have nothing to report, write "none" or "n/a")

NAME OF BUSINESS ENTITY	NAME OF MAJOR SOURCES OF BUSINESS' INCOME	ADDRESS OF SOURCE	PRINCIPAL BUSINESS ACTIVITY OF SOURCE
Daytona State College		Daytona Beach	
McMurry University		Abilene, TX	

PART C -- REAL PROPERTY [Land, buildings owned by the reporting person - See instructions]
(If you have nothing to report, write "none" or "n/a")

PRIMARY HOME / SATELLITE BEACH, FL

You are not limited to the space on the
lines on this form. Attach additional
sheets, if necessary.**FILING INSTRUCTIONS** for when
and where to file this form are
located at the bottom of page 2.**INSTRUCTIONS** on who must file
this form and how to fill it out
begin on page 3.

PART D — INTANGIBLE PERSONAL PROPERTY (Stocks, bonds, certificates of deposit, etc. - See instructions)
(If you have nothing to report, write "none" or "n/a")

TYPE OF INTANGIBLE	BUSINESS ENTITY TO WHICH THE PROPERTY RELATES
N/A	

PART E — LIABILITIES (Major debts - See instructions)
(If you have nothing to report, write "none" or "n/a")

NAME OF CREDITOR	ADDRESS OF CREDITOR
SCCU	Indian Harbour Beach, FL 32937

PART F — INTERESTS IN SPECIFIED BUSINESSES (Ownership or positions in certain types of businesses - See instructions)
(If you have nothing to report, write "none" or "n/a")

	BUSINESS ENTITY # 1	BUSINESS ENTITY # 2
NAME OF BUSINESS ENTITY	Lionshield Training	
ADDRESS OF BUSINESS ENTITY	340 Maple Drive	
PRINCIPAL BUSINESS ACTIVITY	Teaching	
POSITION HELD WITH ENTITY	Manager	
I OWN MORE THAN A 5% INTEREST IN THE BUSINESS	yes, 100%	
NATURE OF MY OWNERSHIP INTEREST	Manager	

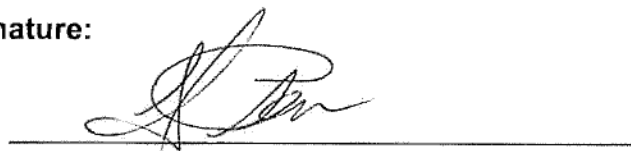
PART G — TRAINING For elected municipal officers, appointed school superintendents, and commissioners of a community redevelopment agency created under Part III, Chapter 163 required to complete annual ethics training pursuant to section 112.3142, F.S.

☐ I CERTIFY THAT I HAVE COMPLETED THE REQUIRED TRAINING.

IF ANY OF PARTS A THROUGH G ARE CONTINUED ON A SEPARATE SHEET, PLEASE CHECK HERE ☐

SIGNATURE OF FILER:

Signature:



Date Signed:

06/01/2022

CPA or ATTORNEY SIGNATURE ONLY

If a certified public accountant licensed under Chapter 473, or attorney in good standing with the Florida Bar prepared this form for you, he or she must complete the following statement:

I, _____, prepared the CE Form 1 in accordance with Section 112.3145, Florida Statutes, and the instructions to the form. Upon my reasonable knowledge and belief, the disclosure herein is true and correct.

CPA/Attorney Signature: _____

Date Signed: _____

FILING INSTRUCTIONS:

If you were mailed the form by the Commission on Ethics or a County Supervisor of Elections for your annual disclosure filing, return the form to that location. To determine what category your position falls under, see page 3 of instructions.

Local officers/employees file with the Supervisor of Elections of the county in which they permanently reside. (If you do not permanently reside in Florida, file with the Supervisor of the county where your agency has its headquarters.) Form 1 filers who file with the Supervisor of Elections may file by mail or email. Contact your Supervisor of Elections for the mailing address or email address to use. Do not email your form to the Commission on Ethics, it will be returned.

State officers or specified state employees who file with the Commission on Ethics may file by mail or email. To file by mail, send the completed form to P.O. Drawer 15709, Tallahassee, FL 32317-5709; physical address: 325 John Knox Rd, Bldg E, Ste 200, Tallahassee, FL 32303. To file with the Commission by email, scan your completed form and any attachments as a pdf (do not use any other format), send it to CEForm1@leg.state.fl.us and retain a copy for your records. Do not file by both mail and email. Choose only one filing method. Form 6s will not be accepted via email.

Candidates file this form together with their filing papers.

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☐ VOID ☐ CORRECTED

PAYER'S name, street address, city or town, state or province, country, ZIP or foreign postal code, and telephone no. Training Force USA LLC 3681 Loma Farm Road Tallahassee, FL USA 32309			1 Rents		OMB No. 1545-0115 2019 Form 1099-MISC	Miscellaneous Income Copy C For Payer			
			\$						
			2 Royalties		\$				
3 Other income		\$	4 Federal income tax withheld	For Privacy Act and Paperwork Reduction Act Notice, see the 2019 General Instructions for Certain Information Returns.					
5 Fishing boat proceeds		\$	6 Medical and health care payments						
7 Nonemployee compensation		\$ 5,600.00	8 Substitute payments in lieu of dividends or interest						
PAYER'S TIN 27-2615491			RECIPIENT'S TIN [REDACTED]			9 Payer made direct sales of \$5,000 or more of consumer products to a buyer (recipient) for resale ☐		10 Crop insurance proceeds	For Privacy Act and Paperwork Reduction Act Notice, see the 2019 General Instructions for Certain Information Returns.
						\$		\$	
						11		12	
RECIPIENT'S name Jeffrey M. Pearson Street address (including apt. no.) [REDACTED] City or town, state or province, country, and ZIP or foreign postal code Satellite Beach, FL USA 32937			13 Excess golden parachute payments \$		14 Gross proceeds paid to an attorney \$		For Privacy Act and Paperwork Reduction Act Notice, see the 2019 General Instructions for Certain Information Returns.		
Account number (see instructions) [REDACTED]			FATCA filing requirement ☐		2nd TIN not ☐				
15a Section 409A deferrals \$			15b Section 409A income \$		16 State tax withheld \$				
17 State/Payer's state no. \$			18 State income \$		19 State income \$		20 State income \$		

Form 1099-MISC

www.irs.gov/Form1099MISC

Department of the Treasury - Internal Revenue Service