



HOST AGENCY: PIEDMONT REGIONAL CRIMINAL JUSTICE TRAINING ACADEMY

CREATING AND ADMINISTERING POLICY



AUGUST 17-18, 2026

TRAINING COST

\$400

REGISTRATION INFORMATION

Register at www.PATC.com or [click here](#) to view more course information and register.

COURSE OVERVIEW

This course provides public safety leaders with a practical framework for developing, implementing, and maintaining policies that reduce liability and strengthen organizational accountability. Designed for supervisors and administrators across law enforcement, corrections, fire, EMS, and government agencies, the program focuses on how poorly written or outdated policies can expose agencies to civil litigation. Participants will gain a clear understanding of legal standards, policy development best practices, and supervisory responsibilities while learning how to create defensible, consistent policies that protect both their personnel and their organization.



GEORGE PEREZ
Instructor

TRAINING LOCATION

New College Institute
191 Fayette St.
Martinsville, VA 24112

HOTEL ACCOMODATIONS

Hampton Inn Martinsville
50 Hampton Dr.
Martinsville, VA 24112
Phone: 276-647-4700
Contact Hotel for State Govt. Rate

QUESTIONS?

www.PATC.com
1-800-365-0119

Creating and Administering Policy

Instructor: George A. Perez served the State of Florida as a law enforcement officer for 25 years where he honorably retired from the Miami-Dade Sheriff's Office in 2025. George's command and leadership experience in the law enforcement space is evidenced by having been promoted through the civil service ranks of the department and furthered by his appointment to Major, Division Chief, Assistant Director, and Director of the eight largest policing department in the Southeastern United States. In 2022, George was invited to the White House where he presented on strategies to reduce gun violence and "Ghost" guns in the community.

Throughout his 25-year career, George gained extensive experience as a patrol officer and criminal investigator. His investigative and supervisory experience includes general crimes, robbery, homicide, federal taskforces, internal affairs, public corruption, and management of jail facilities. George's command experience has included the responsibility of managing the department's nearly one-billion-dollar budget, overseeing the public safety of a major metropolitan community consisting of three million residents, and working with its 37 city police departments.

George routinely instructs and consults in the United States and abroad on matters of internal affairs and background investigations, supervision and leadership for public safety and jail professionals, PREA audit readiness, employee misconduct investigations, criminal investigations, upholding due process, and employee discipline and accountability.

George graduated from various national executive leadership institutes and achieved a Bachelor of Science degree in Criminal Justice Management. As a bilingual speaker, George offers his services in English as well as Spanish formats, he embraces a dynamic approach to instruction which enhances student participation and critical thinking problem solving methods relative to today's law enforcement professional. George remains active in the law enforcement profession through his work on various law enforcement national advisory boards. George understands the current operational realities and demands faced by today's police and correctional facility professionals.

Target Audience

Public safety supervisors and administrators from police agencies, correctional facilities, fire departments, EMS organizations, and government social service agencies.

"The Why"

Every lawsuit against a police agency begins with the same question:

"What did the agency's policy require?"

When the answer is unclear, outdated, or poorly written, the risk shifts directly to the chief and the organization.

Across the United States, civil litigation against law enforcement continues to rise. Federal court records show thousands of civil rights lawsuits filed against public safety agencies each year. Many of those cases center on claims of negligent policy, failure to train, or failure to supervise.

If policy is absent, vague, or inconsistent with law, the agency's exposure grows rapidly.

For small and mid-sized departments, the challenge is greater.

Many chiefs lead agencies with:

- Limited legal support
- No dedicated policy unit
- Policies written years ago
- Expanding operational responsibilities
- Increasing public scrutiny

Creating and Administering Policy

This course provides public safety leaders with a **structured method to build policy systems that protect the agency, support employees, and reduce civil liability.**

At the end of this course, leaders leave with something many agencies lack:
A clear framework for writing, implementing, and maintaining defensible policy.

Because in modern policing, **policy is not paperwork.**

POLICY IS PROTECTION.

By the end of this course, participants will:

- Understand civil liability risk tied to agency policy and operational decisions.
- Recognize negligence exposure created when policy is outdated, unclear, or not followed.
- Explain the legal standards governing agency liability, including doctrines established in *Monell v. Department of Social Services* and officer protections addressed in *Harlow v. Fitzgerald*.
- Understand Labor Relations and Employee Rights considerations during policy development and enforcement.
- Synthesize Artificial Intelligence and Emerging Technology Policy for Public Safety
- Distinguish the difference between constitutional law, accepted professional practice, and departmental policy requirements.
- Identify key stakeholders affected by policy systems, including officers, supervisors, agency leadership, courts, and the community.
- Develop clear, standardized policy formats that support consistency and accountability.
- Incorporate legal precedent and operational realities when drafting policy language.
- Address policy considerations involving vulnerable populations, including juveniles, individuals with disabilities, and persons experiencing mental health crises.
- Recognize supervisory responsibility and liability when policy violations occur.
- Implement policy effectively through training, supervision, and performance management.
- Design policy solutions that reduce operational risk in high-liability areas.
- Produce a defensible policy document using a structured policy development framework.

TRAIN TO EXCELLENCE

