



2024 AGENDA

Annual Police Union Leadership Seminar

September 18-21, 2024

Hyatt Centric
100 E. Las Olas Blvd.
Ft. Lauderdale, FL 33301

WWW.THEBIG50.COM



About the Big50

The BIG50 is a law enforcement leadership training and consulting firm that specializes in providing law enforcement leaders with the tools, information, and strategies necessary to address challenges facing the law enforcement profession. Our seminar brings together the best, brightest, and most influential police labor organization leaders in North America and abroad to discuss issues facing law enforcement, legal and legislative developments, communication strategies, and the best tactics to reach and engage with membership and the community, along with other important and timely topics.

Our History

More than twenty-three years ago, Ms. Cynthia Brown, then editor for *American Police Beat* magazine, and Dr. Elaine Bernard, Executive Director of Harvard Law School, realized a correlation between police matters and their impact on their communities. They invited the best and brightest law enforcement leaders worldwide to Harvard.

The leaders who gathered more than twenty years ago discussed trends and different approaches to successfully handling potential risks and attacks on law enforcement, and they found the benefit of establishing a network of communications with other leaders. From that year on, a leadership seminar was held yearly in Cambridge and remained by invitation only, becoming a cherished tradition. Throughout the years, professors and professionals in law enforcement-related fields continued to share their knowledge and research on topics, trends, and forecasts, adding to the rich history of the seminar.

John Rivera, who served as the President of the Florida and Dade County Police Benevolent Associations, was one of only three law enforcement leaders who spoke to the academics at Harvard more than twenty years ago. His dynamic presentations and insight on law enforcement matters had him invited back every year as an attendee, speaker, or panel member.

In 2019, Cynthia Brown and Dr. Elaine Bernard retired. Instead of letting this important seminar cease to exist, John Rivera took the helm with Cynthia Brown's encouragement and support. He then partnered with longtime colleagues Blanca Torrents Greenwood, Esq. and Stephanie M. Womble.

The BIG50 seminar remains an invitation-only event where we seek out the best, brightest, and most influential leaders in the law enforcement community to attend this prestigious seminar. Our team is committed to continuing and building upon what Cynthia Brown and Dr. Elaine Bernard started in Cambridge - creating a professional forum where law enforcement leaders can unite to find innovative ways to serve the membership and advance the law enforcement profession.



JOHN RIVERA | Partner

John Rivera, a retired Miami-Dade Police Department Sergeant and former President of the Florida Police Benevolent Association and Dade County Police Benevolent Association, is a founder and President of The BIG50.

During his law enforcement career, Rivera took countless violent criminals off the streets. Rivera worked in the Organized Crime Bureau, investigating cases involving organized crime and political and public corruption. He was also the lead investigator on the Mariel Task Force.

Throughout his career, Rivera faced situations that became the foundation for his unwavering advocacy of law enforcement officers and the challenges they faced: Rivera was shot in the line of duty while thwarting an attempted armed kidnapping and held a fellow officer as he died in Rivera's arms. That is why John Rivera is so adamant about never forgetting those who serve and protect.

Rivera's calling to be a voice for law enforcement began in 1989 when he was elected to the Dade County PBA Board of Directors. He served on the board until December 1992, when he was elected president of the Association. He served as the longest Dade County PBA President from January 1993 through 2018. Rivera also served as president of the Florida PBA, which represents 30,000 officers across Florida. He is a vocal advocate for law enforcement and is committed to educating the public on the challenges officers face daily.

Rivera was appointed by the Governor to serve as a Commissioner on the Florida Department of Law Enforcement's Criminal Justice Standards and Training Commission, overseeing the training and certification of all sworn law enforcement personnel in the state of Florida. He's also served as a member of the Task Force on Performance and Efficiency in Miami-Dade County Government.

Rivera has lectured across the country at various symposiums, including Harvard University, on topics facing law enforcement and the role of labor unions. In 2011, Rivera was asked to share his leadership and insight at the National Executive Session on Policing and Public Safety sponsored by the Harvard Kennedy School, the National Institute of Justice, and the White House Office of National Drug Control Policy.

Rivera also hosted the Rapid Response Radio Show on 880 The Biz; repeatedly appears on national and local television programs commenting on law enforcement issues and solutions to problems facing our law enforcement community; and has been published in numerous publications.

He is the recipient of many awards, including the Sherman Winn Award for his commitment to the community, and the Concerns of Police Survivors "Distinguished Service Award."



BLANCA TORRENTS GREENWOOD, ESQ. | Partner

Blanca Torrents Greenwood, Esq. has been practicing law since 1991. As a Dean's List graduate from the University of Miami, Ms. Greenwood received her Bachelor's Degree in psychology, with a minor in chemistry, in 1988. She attended the University of Miami School of Law, as a Dean's Honor Scholarship recipient, and received her Juris Doctorate degree in May 1991. She was selected for the Law School Honors Program and served as President of the Hispanic Law Students Association and Executive Board Member of the Phi Alpha Delta Law Organization. Ms. Greenwood was the University of Miami School of Law Mock Trial Competition Champion and represented the University, placing Finalist, in national trial competitions. She was selected as a National Member of the

Order of the Barristers for achieving excellence and high honor in court advocacy.

Ms. Greenwood started her legal career as an Assistant State Attorney for the Eleventh Judicial Circuit, Miami-Dade County, where she prosecuted all level of crimes. She was appointed as Deputy Chief of the County Court Division where she oversaw the training and development of newly hired prosecutors, in addition to handling sensitive cases within the division. During her tenure as an Assistant State Attorney, Ms. Greenwood also ran the Drug Court Division and successfully prosecuted hundreds of cases.

She later served as General Counsel and Executive Director of the Dade County Police Benevolent Association, a labor organization representing law enforcement officers and civilian support personnel in all matters related to their employment, including collective bargaining and arbitrations. Ms. Greenwood was advisor to the President and Board of Directors, providing legal opinions on policies, changes in the law, proper direction and all official messaging and position statements. Ms. Greenwood served as co-host and content developer for the Rapid Response Radio show, a weekly radio show on topics and issues facing the South Florida community and law enforcement. Ms. Greenwood also served as Associate General Counsel for the Florida Police Benevolent Association where she was intricately involved with legislation and pension issues throughout the state. She currently works with the law offices of Klausner, Kaufman, Jensen & Levinson, devoted to the representation of public pension boards throughout the country and labor and employment matters.

Ms. Greenwood is licensed to practice law in the State of Florida and the United States District Court for the Southern Region of the United States. She is married to retired Miami-Dade Police Sergeant, Kevin Greenwood and they have three children.



STEPHANIE M. WOMBLE | Partner

Stephanie M. Womble, a veteran communications professional, is the founder of *Womble Media Group*, a Miami-based consultancy specializing in communications management and strategy.

With expertise in public affairs, crisis communication, and strategic messaging, she has developed successful marketing strategies for a variety of industries and played a key role in numerous successful local, state, and congressional elections. Ms. Womble's expertise in community engagement and message development has been invaluable in educating the public, media, and community leaders across different platforms.

Before launching her business, Ms. Womble served as the Public Relations Director for the Dade County Police Benevolent Association, helping it evolve into Florida's leading law enforcement association. She was instrumental in taking the Dade County PBA from a primarily fraternal organization operating in the red into a respected, multi-million dollar business.

Ms. Womble's innovative public relations tactics earned the Association its reputation as an unwavering advocate for the law enforcement profession and as a political powerhouse in national, local, and state arenas.

Her strategies resulted in landmark benefit enhancements for Florida's law enforcement officers and first responders, including the Heart Bill and DROP, as well as legislation that protected law enforcement officers' rights and provided better public safety for Floridians. Stephanie continues her work with law enforcement and public safety, consulting for the Hispanic Police Officers Association and as a partner in The Big50.

Ms. Womble also served as co-host and content producer for the *Rapid Response Radio* show. In addition to providing perspective on law enforcement issues, the weekly radio show covered a broad range of topics and issues facing the South Florida community, where guests included government officials, corporate business partners, and award-winning entertainers.

Ms. Womble attended Florida International University, where she studied Journalism & Mass Communications and has a certificate in Digital Marketing: Customer Engagement, Social Media & Customer Engagement from Columbia Business School. She is a member of the Public Relations Society of America and the Women's Chamber of Commerce of Miami-Dade County.

Ms. Womble has authored articles that have appeared in local, state, and national publications. Many of her campaigns were presented as case studies at Harvard Law School's Labor and Work Life Program and featured in publications such as *American Police Beat*.



BIG50 Police Union Leadership Seminar | SEPTEMBER 18-24, 2024

WEDNESDAY, SEPTEMBER 18, 2024

- 2:00p-5:00p **Registration at the Hyatt Centric**
- 6:00p **Welcome Reception, Poolside at the Hyatt Centric Pool Deck -**

THURSDAY, SEPTEMBER 19, 2024

- 8:00a - 8:45a **Hot Breakfast**
- 8:45a - 9:00a **Opening remarks from BIG50**
- 9:00a - 10:30a **Law Enforcement Participant Introductions**
- 10:30a - 10:45a **Break**
- 10:45a - 12:00p **Law Enforcement Participant Introductions Continue**
- 12:00p - 1:00p **Lunch**
- 1:00p - 2:30p **Guardians of the North: Exploring Officer Representation in Canada:** Pamela Machado, Barrister & Solicitor
- 2:30p - 3:00p **Break**
- 3:00p - 4:00p **Grants and Resources Available for Law Enforcement:** Toni Morgan, Program Manager DOJ/COPS
- 4:00p - 4:30p **Unveiling DraftOne: Axon's AI-Powered Report Writing Tool Designed to Streamline and Enhance Report Writing:** Brent Berkley, Strategic Relationships Director, Axon
- 4:30p - 5:00p **Enhancing Savings in Collective Bargaining: Gap Insurance and How to Use it For Your Benefit:** Dan McNeill, Regional VP Bay Bridge Administrators
- 6:30p - 9:00p **Dinner – Chima – Sponsored by Axon**



FRIDAY, SEPTEMBER 20, 2024

- 8:00a - 8:45a **Hot Breakfast**
- 8:45a - 10:45a **Consent Decrees and Their Effect on Policing:** Bob Scales, Police Strategies
- 10:45a - 11:00a **Break**
- 11:00a - 12:15p **Retiring with Dignity, Bridging the Gap of Retiree Health: VEBA's and Other Tools for Bargaining, A Panel Discussion:** Richard Snyder, CPFA, Sr. VP Gallagher; David Ritchie, Gallagher National Practice Leader; Kelly Bush, Empower; Sheila Jones One Bridge; Stephanie Gaffney, Retiree First
- 12:15p - 1:00p **Lunch**
- 1:00p - 2:30p **The Missing Piece in Suicide Prevention: The Brain Keeps Score:** Stephanie Samuels, MA, MSW, LCSW
General Partner, The Counseling and Critical Incident Debriefing Center, LLC
- 2:30p - 2:45p **Break**
- 2:45 p- 3:45p **Best Practices for Working with Legislators to Effectively Pass Legislation:** Manny Ramirez, Commissioner, Tarrant County, Texas | Precinct 4
- 3:45p - 4:45p **Cyber Security Issues and What You Need to be Aware of:** Javier Dugarte, Founder Go Cloud, Inc. and Luis Larrazabal
- 6:00p - 9:00p **Dinner – Water Taxi to Shooter's Waterfront (Water Taxi leaves at 6:00 p.m. sharp)**

SATURDAY, SEPTEMBER 21, 2024

- 8:00a - 9:00a **Hot Breakfast**
- 9:00a - 10:30a **Unmasking the Future: The Risks of Deepfake Videos in Law Enforcement:** Ciro Miranda, Founder of GOA-Tech
- 10:30a – 11:00a **Closing Discussion**
- 11:00a **Presentation of Certificates**



WEDNESDAY, SEPTEMBER 18, 2024

2:00p-5:00p

Registration at the Hyatt Centric,
Tarpon Suite, 8th floor

6:00p – 10:00p

Welcome Reception and Dinner – Sponsored by Smarter
Degree

Poolside at the Hyatt Centric Pool Deck
6p - 10p Open Bar | 6:30p - 8p Dinner



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degree

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THURSDAY, SEPTEMBER 19, 2024

- 8:00a - 8:45a** **Hot Breakfast**
- 8:45a - 9:00a** **Opening Remarks from BIG50**
- 9:00a - 10:15a** **Law Enforcement Around the World Forum | Participant Introductions | Issues**
- 10:15a - 10:30a** **Coffee Break**
- 10:30a - 12:00p** **Law Enforcement Around the World Forum Continued**
- 12:00p - 1:00p** **Lunch – Sponsored by Spectrum Advisory Group**
- 1:00p - 2:30p** **Guardians of the North: Exploring Officer Representation in Canada: Pamela Machado, Barrister & Solicitor**



Pamela Machado, (Hons.) B.A., LL.B. Legal Counsel

Pamela attended at the University of Waterloo, completing an Honours Bachelor's Degree in Political Science, Legal Studies and Criminology prior to attending Dalhousie Law School, where she obtained her Bachelor of Laws Degree; she was called to the Bar of Ontario in June 2009.

Pamela worked as an Associate at a law firm in Cambridge, Ontario, specializing in the areas of Criminal law, Civil Litigation, and Estate Law. She also acted for several Police Associations in matters involving the Police Services Act, Criminal Investigations, and the Special Investigations Unit (SIU).

In 2012, Pamela transitioned to the York Regional Police Association as their in-house counsel, specializing in police labour law advocating for the membership before boards of arbitration, human rights tribunals, and professional disciplinary bodies. In that role, Pamela also successfully negotiated two rounds of collective bargaining to secure multi-term contract agreements.

Pamela has extensive experience representing law enforcement personnel in various legal matters and now acts for several Police Associations across Ontario, navigating complex legal issues in both Labour law as well as in Police Services Act matters.

Currently, Pamela operates Machado Law Professional Corporation as a sole practitioner offering professional policing services to Police Associations, Uniform and Civilian Members of the policing profession. Practice areas include Criminal Law, Police Discipline, Human Rights Law, Employment Law, and the WSIB.

Pamela is known for a thorough and strategic approach, ensuring the rights and reputations of police personnel are vigorously protected. She is committed to upholding justice and ensuring that her clients receive fair and unbiased representation.

2:00p- 3:00p **Break**

3:00p - 4:00p **Grants and Resources Available for Law Enforcement: Toni Morgan, Program Manager DOJ/COPS**



Toni Morgan has worked for the Office of Community Oriented Policing Services (COPS Office) for more than 20 years. She has worked in Training managing various training and technical assistance programs, in Grants Operations Division leading several teams in the development and startup of Community Policing grant programs.

Morgan's expertise is in training and she works with law enforcement, training providers, and community groups to help them address and develop specialized training needs that are critical to advancing community policing. Morgan has years of experience in developing and managing grant programs, interagency partnerships, and program management. Morgan has worked on initiatives and task force groups addressing issues such as active shooter response training, implicit bias policing, domestic violence, human trafficking, gangs, and school safety. As well as efforts to improve Puerto Rico.

Currently, she has been given the task of developing a community of practice for new COPS Office grantees that will be funded to work on crisis intervention teams and de-escalation efforts. As a Policy Analyst in the Technical Assistance and Partnership Engagement Division, it is her responsibility to develop and enhance collaborations with nontraditional COPS audiences.

4:00p - 4:30p

Unveiling DraftOne: Axon's AI-Powered Report Writing Tool Designed to Streamline and Enhance Report Writing: Brent Berkley, Strategic Relationships Director, Axon



Brent Berkley is an internationally recognized expert on criminal justice practice and policy—providing thought leadership, training, sales mentoring and management, capacity building, government affairs, and technical assistance to many state and local governments both domestically and abroad. Currently serving as the Strategic Justice Relationships Director for Axon, Mr. Berkley has spent over 30 years involved in the criminal justice system—first as a defense attorney, then for over a decade as a front-line prosecutor in Utah handling cases as varied as speeding tickets, narcotics, and capital homicide. He has worked for city, county, state, and federal prosecution offices.

Prior to joining Axon in 2015, he spent seven years as a program director for the National District Attorneys Association, focusing on innovative mechanisms for crime reduction and prosecution, emphasizing technology in the courtroom. At Axon, Mr. Berkley has been instrumental in the creation and expansion of the Axon Justice team, which provides software and technology solutions for criminal attorneys and their staff. Mr. Berkley has been deeply involved in many future-thinking projects over his career and currently focuses on AI-driven advances for criminal justice and the ethical and practical considerations for technology in criminal legal practice.

4:30p - 5:00p

Enhancing Savings in Collective Bargaining: Gap Insurance and How to Use it For Your Benefit: Dan McNeill, Regional VP Bay Bridge Administrators



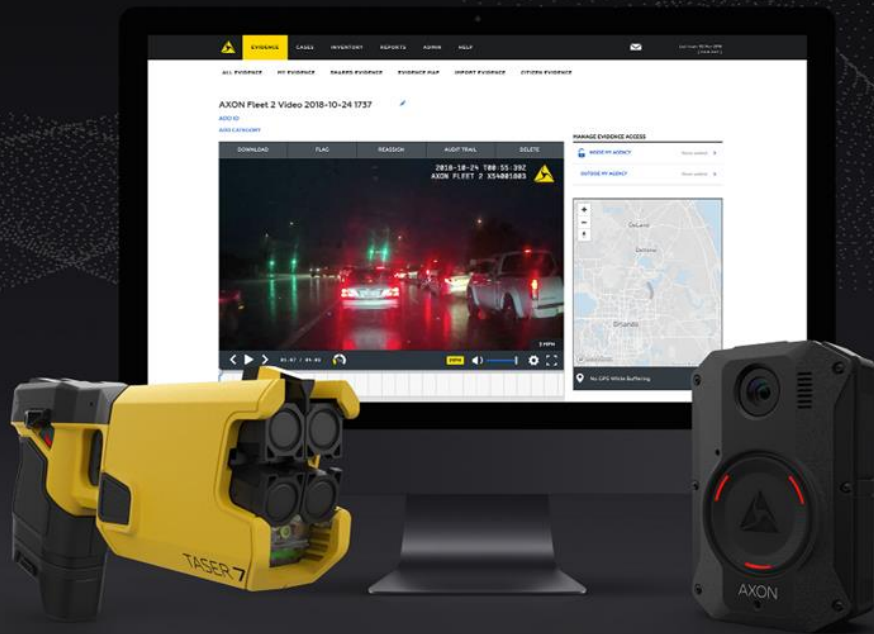
Dan McNeill is a 29 year veteran of the insurance industry. He has spent his career looking for niche' solutions for his brokers, employers, employees and their families. What is many times THE ultimate solution? A "properly structured, employer funded Gap plan!"

Dan will share what he has learned, and how this can help The North America's Top Police Union Leadership Think Tank bring a valuable solution to their membership. Lower costs and better benefits! Dan has received many industry awards and was inducted into the International Worksite Marketing Hall of Fame in 2019.

6:30p-9:00p

Dinner – Chima – Sponsored by Axon
2400 E Las Olas Blvd Suite A, Fort Lauderdale, FL





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FRIDAY, SEPTEMBER 20, 2024

8:00a-8:45a **Hot Breakfast**

8:45a - 10:45a **Consent Decrees and Their Effect on Policing: Bob Scales, Police Strategies**



Bob Scales is CEO of Police Strategies LLC. Police Strategies uses data science and technology to help law enforcement agencies implement effective policies, training programs, and accountability systems. The company's Police Force Analysis SystemSM provides law enforcement with in-depth reviews of force incidents, helping agencies identify and address high risk conduct and compare use of force practices across multiple agencies. Scales has partnered with several universities to analyze the data collected by his data systems and has published several peer-reviewed academic journal articles on use of force practices.

Previously, Scales served as a Deputy Prosecuting Attorney in King County Washington, a Special Assistant United States Attorney for the Western District of Washington, the Assistant Director for Public Safety for the City of Seattle, the Director of the Government Affairs for the Seattle City Attorney, and the Compliance Coordinator for the Seattle Police Department. Scales represented Seattle during the USDOJ pattern or practice investigation of Seattle PD in 2011 and helped to negotiate the subsequent consent decree. Scales was elected to two terms on the Bainbridge Island, WA City Council and served one year as Mayor.

10:45a-11:00a **Break**

11:00a - 12:15p

Retiring with Dignity, Bridging the Gap of Retiree Health:VEBA's and Other Tools for Bargaining, A Panel Discussion: Richard Snyder, CPFA, Sr. VP Gallagher; David Ritchie, Gallagher National Practice Leader; Kelly Bush, Empower; Sheila Jones One Bridge; Stephanie Gaffney, Retiree First



David Ritchie joined Gallagher early in 2023, and he is responsible for sales leadership, product development and the creation of new distribution channels. He engages healthcare consulting firms and other advisors, Taft Hartley representatives, and public and private sector employers to create tax free solutions to pre and post-retirement health care expenses. David provides deep insight and personalized recommendations to clients on how to best maximize their employee benefit programs. David has established himself as a national expert on VEBA, HRA, and HSA issues. He brings to Gallagher his nearly 20 years of industry leadership, covering all aspects of employee benefits. In addition to VEBA & HRA/HAS services, David also specializes in GASB 45/OPEB mitigation solutions, union negotiation and bargaining, consumer-driven healthcare options, and overall healthcare consulting. David

lives and works in the Portland, OR area. He can be reached at (509) 818-3131 or David_Ritchie1@ajg.com



Kelly Bush is Vice President and Head of Strategic Relations for Government Markets at Empower. In this capacity, he is responsible for developing and executing engagement strategies in collaboration with consultants, advisors, lobbyists, union and associate representatives, and clients. Kelly is focused on driving growth by establishing consistent engagement, communication, and marketing strategies with key stakeholders. He has been with Empower since 2012 and has played a crucial role in leading the organization's union and lobbyist engagement efforts nationwide, drawing on his 27 years of government experience in the retirement plan services industry. Kelly is known as an inspiring leader within the organization.

Kelly's educational and professional achievements are a testament to his dedication and expertise. He holds a Bachelor of Science in Economics from the University of Miami, an MBA in finance, and a master's degree in organizational leadership from Nova Southeastern University. In addition, he holds FINRA Series 7, 26, 65, and 63 securities licenses and is a Certified Financial Analyst ('CFA'), further demonstrating his commitment to professional growth and development.

Kelly, a combat veteran who served as an officer in the United States Marine Corps Special Operations Command (MARSOC), resides in Orange County, California, with his wife and son. When he is not working, Kelly spends much of his time assisting his wife with her equestrian business.



Sheilla Jones is General Counsel and VP of Product Design for OneBridge Benefits. In addition to traditional compliance and leadership responsibilities as General Counsel, Sheilla's role includes providing direction for the design, compliance, and operational aspects of OneBridge's account-based health plans, including ICHRAs, funded HRAs, FSAs, HSAs, and related tax-exempt trusts. Sheilla's expertise includes plan and trust design, regulatory compliance and reporting, plan management and operation, and drafting of plan documents, forms, literature and communication.

Sheilla began her legal career in 1991 as a business transactions and finance attorney for the Houston office of Vinson & Elkins LLP before serving as Deputy General Counsel for American General Corp. (now American International Group, Inc. (AIG)). She represented American General and its subsidiaries, including The Variable Annuity Life Insurance Company (VALIC), on a variety of commercial and regulatory matters.

Since 2003, Sheilla has focused her practice and career on federal regulations and guidance for HRAs and tax-exempt trusts, and more recently on other account-based health plans such as FSAs and HSAs, representing leaders in the industry, including VALIC, Gallagher Benefit Services, and now OneBridge Benefits.

Sheilla received her Bachelor of Business Administration degree in Finance from Baylor University and her Juris Doctorate from University of Houston Law Center where she graduated Cum Laude and Order of the Coif. Sheilla also served as Chief Research Editor during her tenure on the Houston Law Review Board of Editors.



As Public Sector Vice President at RetireeFirst, the premier people-centric Retiree Benefit Management solutions provider, **Stephanie Gaffney's** primary focus is to drive business growth by delivering custom group Medicare retiree healthcare solutions that produce plan savings, reduce ongoing plan liability and administrative burden, while improving the healthcare experience for retirees.

Stephanie brings over 20 years of public sector healthcare benefit experience including 17 years at UnitedHealth Group. She is a graduate of the State University of New York at Albany, where she earned her Bachelor of Arts in Public Policy, and Clark University in Worcester, Massachusetts, where she earned her Master of Public Administration. Stephanie lives in Myrtle Beach, South

Carolina with her husband, two daughters, and a feisty 2 year old French Bulldog named Captain.

12:15p-1:00p **Lunch – Sponsored by Spectrum Advisory Group**

1:00p - 2:30p **The Missing Piece in Suicide Prevention: The Brain Keeps Score:**
Stephanie Samuels, MA, MSW, LCSW, General Partner, The
Counseling and Critical Incident Debriefing Center, LLC



Stephanie Samuels is a psychotherapist who works exclusively with police officers. Ms. Samuels has lectured all over the country on PTSD and vicarious trauma. She is part of a National Research Team looking into the role concussions play in the mental health of law enforcement officers and the potential connection to suicide.

Ms. Samuels is the Founder and Director of COPLINE, Inc., the first Confidential International Law Enforcement Officers' Hotline in the country answered by retired officers. She is the general partner of The Counseling and Critical Incident Debriefing Center, LLC, which specializes in debriefing and long-term counseling of first responders and their families.

Ms. Samuels was hired after the Boston Bombing as the Clinical Director of the Boston Police Department Peer Support Unit and co-founded the LEADER (Law Enforcement Active Duty Emergency Responder) Program at Harvard's McLean Hospital. Ms. Samuels has co-authored and written chapters in books with Dr. John Violanti. Ms. Samuels got her Bachelor's degree from UCLA, a Masters degree in Psychology from Antioch University, and a Masters degree in Social Work from Rutgers University.

2:30p - 2:45p **Break**

2:45p-3:45p

Best Practices for Working with Legislators to Effectively Pass Legislation: Manny Ramirez, Commissioner, Tarrant County, Texas | Precinct 4



Commissioner Manny Ramirez is a native Texan and a life-long resident of Northwest Tarrant County. Manny is an experienced executive, small business owner, and police officer. Manny served with the Fort Worth Police Department for more than 15 years. In that time, he served as a Police Officer, Detective, and Sergeant, and served on assignments to the United States Department of Homeland Security National Gang Unit. Most recently, Manny served as president of the Fort Worth Police Officers Association, an elected position in which he represented more than 1,700 sworn police officers.

In 2019, after months of negotiation with the City of Fort Worth leadership, Manny was successful in securing a groundbreaking agreement to solve a \$1.6 billion pension shortfall.

Achieving a fair and equitable solution for over 10,000 active and retired public servants with no negative impact to our taxpayers. Due to the efforts of all involved in these negotiations, the City of Fort Worth has the proud distinction of being the only major city in Texas to solve its pension crisis without legislative intervention.

In 2020, Manny received a Gubernatorial appointment by Texas Governor Greg Abbott to serve on the Board of Directors for the Texas Department of Motor Vehicles (TxDMV.) Manny has also served as a member of the Chancellors Advisory Council at Texas Christian University and the Advisory Council of the Salvation Army Fort Worth. Manny also serves as a Board Member on the Regional Transportation Council, a division of the North Central Texas Council of Governments responsible for the planning and the dissemination of federal, state, and local transportation funds.

Elected in 2022 to serve more than 600,000 citizens in the nation's 12th largest county, Manny is the first-ever police officer elected to this position. In the first six months of his tenure Manny has provided the largest-ever increase in law enforcement compensation, as well as a historical roadmap to construct a world-class law enforcement training facility. Manny fights for taxpayers on the local, state, and national level, ensuring that public safety remains a top priority for every lawmaker. Manny has earned a master's degree in business administration from Texas Christian University and is also a proud Alumnus of Tarleton State University.

3:45p - 4:45p

Cyber Security Issues and What You Need to be Aware of: Javier Dugarte, Founder Go Cloud, Inc. and Luis Larrazabal

6:00p - 9:00p

Dinner – Water Taxi to Shooter’s Waterfront – Sponsored by: Gallagher, Empower, One Bridge, and Retiree First
3033 NE 32nd Ave, Fort Lauderdale, FL

(Water Taxi leaves at 6:00 p.m. sharp)



Insurance | Risk Management | Consulting





SATURDAY, SEPTEMBER 21, 2024

8:00a - 9:00a **Hot Breakfast**

9:00a - 10:30a **Unmasking the Future: The Risks of Deepfake Videos in Law Enforcement: *Ciro Miranda, Founder of GOA-Tech***



Ciro Miranda, the founder of GOA-TECH, has been delivering IT solutions since 1997. With a deep understanding of the ever-evolving tech landscape, **Ciro** leads GOA-TECH in providing AI-driven services, cybersecurity, and unified IT management to help businesses thrive in a fast-paced digital world.

GOA-TECH distinguishes itself by not only addressing current needs but also anticipating future trends, ensuring that clients remain secure, compliant, and scalable.

Ciro's commitment to honesty, integrity, and customer-centric service has made GOA-TECH a trusted partner for businesses looking to grow and innovate.

10:30a – 11:00a **Closing discussion**

11:00a **Presentation of Certificates**

Special thanks to Spectrum Advisory Group for sponsoring lunches.

