



2025 AGENDA

Annual Police Union Leadership Seminar

October 1 – 4, 2025

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 leaders of police labor organizations in North America and abroad to discuss issues facing law enforcement, legal and legislative developments, communication strategies, and effective tactics for reaching and engaging with membership and the community, as well as other important and timely topics.

Our History

More than twenty-three years ago, Ms. Cynthia Brown, then editor of *American Police Beat* magazine, and Dr. Elaine Bernard, Executive Director of the Harvard Law School, recognized a correlation between police matters and their impact on communities. They invited the best and brightest law enforcement leaders from around the world 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 president of the Florida and Dade County Police Benevolent Associations, was one of only three law enforcement leaders who spoke to 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 the work of Cynthia Brown and Dr. Elaine Bernard 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, as well as 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 recipient of the Dean's Honor Scholarship and received her Juris Doctorate 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 as a 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 served as advisor to the President and Board of Directors, providing legal opinions on policies, changes in the law, and proper direction, as well as all official messaging and position statements. Ms. Greenwood served as co-host and content developer for the Rapid Response Radio show, a weekly radio program addressing topics and issues affecting 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, which is devoted to representing public pension boards throughout the country and handling 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 is a veteran communications professional with extensive experience in public affairs, political strategy, crisis communication, strategic messaging, and media relations. She is the founder of Womble Media Group, a consulting firm specializing in developing effective communication and marketing strategies for diverse industries.

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 transforming the Dade County PBA from a primarily fraternal organization operating at a loss 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.

Ms. Womble is a seasoned political strategist who has been involved in numerous successful local, state, and congressional elections, including the 2020 Florida Congressional District 27 race, which resulted in a major upset. Because the pandemic changed conventional campaigning, Ms. Womble created an unprecedented messaging strategy that helped her client defeat a well-known, well-established incumbent, thereby flipping a congressional seat.

Her expertise in community engagement and crisis communication has served to educate the public, media, and community leaders in various forums. Ms. Womble served as co-host and content producer for the Rapid Response Radio show. In addition to providing insight into law enforcement issues, the weekly radio show covered a broad range of topics and issues facing the South Florida community, featuring guests that included government officials, corporate business partners, and award-winning entertainers.

Ms. Womble attended Florida International University, where she studied Journalism & Mass Communications. She recently completed her 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 and featured in publications such as *American Police Beat*.



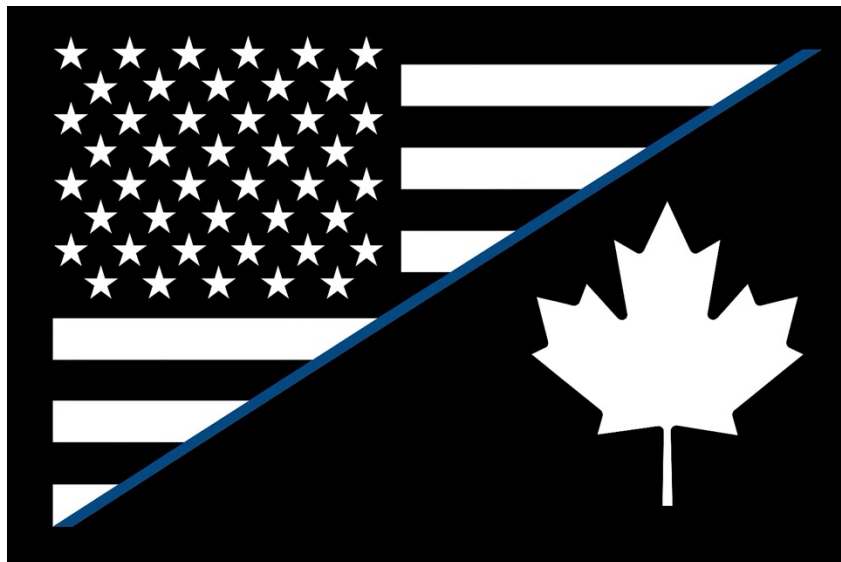
MICHAEL KUNERT | STAFF

Michael Kunert is a seasoned law enforcement leader with three decades of experience guiding teams, solving complex problems, and building trust across communities. Working at the local and state level, he retired at the rank of Captain with the State of Florida after a career that spanned assignments including: SWAT/Tactical operations, Training Officer, Criminal Investigations, Honor Guard, undercover vice-related operations, and dignitary protection for media personalities, including President George W. Bush during his visit to Pensacola.

Michael's leadership extended beyond local and state policing. He served eighteen months in Afghanistan as an International Police Advisor, where he acted as Executive Assistant to the Deputy Director and served as Acting Base Commander in Herat. In those roles, he coordinated multinational teams and U.S. military units, navigated high-pressure environments, and developed strategies that strengthened mission success.

As President of his Northwest Chapter of the Florida Police Benevolent Association, Michael championed officer development and organizational excellence. Today, alongside his work with The BIG50, he remains active in law enforcement affairs as a contracted consultant for the Hispanic Police Officers Association (HPOA) in Miami, Florida, helping advance initiatives that support both officers and the communities they serve.

Michael holds a Bachelor of Science in Homeland Security and a Master of Science in Forensic Psychology and is passionate about the success of future leaders in public safety.



NORTH AMERICA'S TOP POLICE UNION THINK TANK



Annual Police Union Leadership Seminar

October 1 – 4, 2025

WEDNESDAY, OCTOBER 1, 2025

- 2:00 p.m. - 5:00 p.m. **Registration at the Hyatt Centric – 8th Floor**
- 6:00 p.m.- 10:00 p.m. **Welcome Reception, Poolside at the Hyatt Centric Pool Deck
– Sponsored by Alex Dell**

THURSDAY, OCTOBER 2, 2025

- 8:00 a.m. - 8:45 a.m. **Hot Breakfast**
- 8:45 a.m. - 9:00 a.m. **Presentation of Colors, City of Hollywood Police Department
Honor Guard**
Opening remarks from BIG50
- 9:00 a.m. - 10:30 a.m. **Law Enforcement Participant Introductions**
- 10:30 a.m. - 10:45 a.m. **Break**
- 10:45 a.m. - 12:00 p.m. **Law Enforcement Participant Introductions Continue**
- 12:00 p.m. - 1:00 p.m. **Lunch**
- 1:00 p.m. - 2:30 p.m. **Delivering Wellness That Works: Results Members Can See
and Feel** Colleen Hilton, Founder and CEO AlliConnect
- 2:30 p.m. - 2:45 p.m. **Break**
- 2:45 p.m. - 4:15 p.m. **Well-Being Through Mindfulness: Mitigating First Responder
Stress and Allostatic Load with the Healthy Minds Framework**
Dr. Genaro "Chip" Iglesias, Ed.D., MBA, ICMA-CM
- 6:30 p.m. - 9:00 p.m. **Dinner at Chima – Sponsored by Axon**
2400 E. Las Olas Blvd (1.7 miles from hotel)

FRIDAY, OCTOBER 3, 2025

8:00 a.m. - 9:00 a.m.	Hot Breakfast
9:00 a.m. – 9:30 a.m.	Target Systems for Advanced Training Kevin Selent, Rogue Targets
9:30 a.m. - 10:30 a.m.	Impact of HR 82, Social Security Fairness Act of 2023 Brian Marvel, PORAC President
10:30 a.m. – 10:45 a.m.	Break
10:45 a.m. - 12:00 p.m.	Protecting Those Who Protect Us: Disability Planning for Law Enforcement Officers and Veterans Alex Dell, Esq.
12:00 p.m. - 1:00 p.m.	Lunch
1:00 p.m. - 2:00 p.m.	Biometric Privacy Jeremy Schmidt, President, Santa Clara Police Officers' Association
2:00 p.m. – 3:00 p.m.	Mental Health Crisis Calls Michael Bullock, President, Austin Police Association
3:00 p.m. - 3:15 p.m.	Break
3:15 p.m. – 4:15 p.m.	Next Generation of Firearm Management and Risk Mitigation Mike Vrooman, GoSafe
6:30 p.m. - 9:00 p.m.	Dinner at Shooter's on the Waterfront – Sponsored by Spectrum Advisory Group and GoSafe 3033 NE 32nd Ave. (about 5.7 miles from the hotel)

SATURDAY, OCTOBER 4, 2025

8:00 a.m. - 9:00 a.m.	Hot Breakfast
9:00 a.m.- 10:30 a.m.	Representing the High-Profile Client: Challenges, Strategies and Victories Rick Diaz, Esq.
10:30 a.m. -11:30 a.m.	Bleeding Blue: Providing Support During Hardship Ofc. Danny Morales, Founder and President, BleedingBlue, Inc.
11:30 a.m.	Closing Discussion



WEDNESDAY, OCTOBER 1, 2025

2:00 p.m. – 5:00 p.m. Registration at the Hyatt Centric,
Tarpon Suite, 8th floor

6:00 p.m. – 10:00 p.m. Welcome Reception and Dinner – Sponsored by Alex Dell,
PLLC

Poolside at the Hyatt Centric Pool Deck – 8th Floor

6:00 p.m. – 10:00 p.m. Open Bar | 6:30 p.m. – 8:00 p.m. Dinner



For two decades, our law firm has worked hard for people in New York and Florida. Our staff of attorneys have decades of combined experience, knowledge and resources to help our clients with their NYS Workers' Compensation, Florida Workers' Compensation, NYS Disability Retirement claims, Nationwide Social Security Disability/Supplemental Security Insurance, and Nationwide Veterans Affairs Claims.

The people we help are hardworking men and women across the Country. They take pride in doing their jobs and need to make a living for themselves and their families. When illness, injury, or disability keeps them from working, they shouldn't have to worry about where their next paycheck is going to come from. We encourage people to contact our firm as soon as they are injured on the job, but we also represent many workers who at first tried unsuccessfully to handle their own claims. **No matter where you are in the process, we will find a way to help you.**

Special thanks to Alex Dell for sponsoring our Reception Dinner.



THURSDAY, OCTOBER 2, 2025

8:00 a.m. - 8:45 am.	Hot Breakfast
8:45 a.m. - 9:00 a.m.	Presentation of Colors & Opening remarks from BIG50
9:00 a.m. - 10:30 a.m.	Law Enforcement Participant Introductions
10:30 a.m. - 10:45 a.m.	Break
10:45 a.m. - 12:00 p.m.	Law Enforcement Participant Introductions Continue
12:00 p.m. - 1:00 p.m.	Lunch
1:00 p.m. - 2:30 p.m.	Delivering Wellness That Works: Results Members Can See and Feel Colleen Hilton, Founder and CEO AlliConnect



Colleen Hilton, MA, LMFT | Founder &CEO AlliConnect

Colleen is a licensed marriage and family therapist who has been working within the first responder and military community for over 20 years. She is also a serial entrepreneur in the field of first responder mental health and currently serves as the Founder & CEO of AlliConnect. For the past decade, Colleen has been a vocal advocate on podcasts and as a live speaker, addressing the mental health crisis in the first responder community.

Colleen holds a BA in Psychology with a minor in Criminal Justice, an MA in Counseling Psychology, and certifications in Mass Disaster Mental Health and CISM from ICISF.

Colleen is passionate about driving systemic change in mental health support for first responders and their families, focusing on trauma, PTSD, and proactive approaches to mental health care. She has served the MHP for numerous agencies, including Seattle PD, Bellevue PD & Fire, King County Sheriff, City of Orange & Newport Beach PD, the DoD, and the American Red Cross.

Colleen brings a unique perspective to mental health for first responders as a licensed clinician, strategic business leader, military family member and former police spouse.

2:30 p.m. - 2:45 p.m.

Break

2:45 p.m. - 4:15 p.m.

Well-Being Through Mindfulness: Mitigating First Responder Stress and Allostatic Load with the Healthy Minds Framework
Dr. Genaro "Chip" Iglesias, Ed.D., MBA, ICMA-CM



Dr. Genaro "Chip" Iglesias | City Manager of South Miami

My Mission Statement is: *"To serve others so that I can make a difference in their lives and inspire them to be the best versions of themselves."*

Mr. Iglesias serves as the City Manager of South Miami. As the Chief Executive Officer, he is ultimately responsible for all municipal operations and the proper administration of all affairs of the city.

Mr. Iglesias served as President of Ocean Reef Community Association, overseeing a private community's "city-like" services. As President, he was responsible for services such as Fire/Rescue, Security, Emergency Management, Infrastructure, Wastewater and Reverse Osmosis Utility, and Public Works. Mr. Iglesias previously served as Managing Partner of Ballard Partners, representing a diverse client portfolio in governmental and public affairs.

Before joining Ballard Partners, Mr. Iglesias served 33 years in public service in County and municipal governments. His distinguished career included several vital senior-level positions, including Deputy Mayor/Chief of Staff of Miami-Dade County, where he oversaw the Office of the Mayor and over 9,000 employees in public safety departments. Before the County, he was the Village Manager for the Village of Key Biscayne.

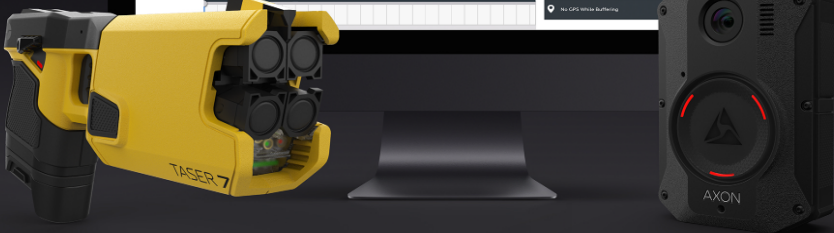
Mr. Iglesias also served as Chief of Staff to the City of Miami City Manager with 3,600 employees and a \$450 million budget. Additionally, he twice served as Chief of Staff to the Miami-Dade County Commissioners, directing all legislative and policy initiatives, constituent affairs, and media relations.

For 24 years, he was a member of the City of Miami Fire Department, serving as a firefighter/paramedic and rising to the rank of Captain, where he held various roles throughout his career. He also served as Executive Assistant to the Fire Chief and was a paramedic in the City of Miami Police SWAT.

Mr. Iglesias received his Doctor of Education in Organizational Leadership and Innovation at Saint Francis University in Loretto, PA., a Master of Business Administration (MBA) from Florida International University and his Bachelor of Arts in Public Administration from Barry University. He is also a graduate of Harvard University's Senior Executives in State and Local Government Program.

6:30 p.m. - 9:00 p.m.

Dinner at Chima – Sponsored by Axon
2400 E. Las Olas Blvd (1.7 miles from hotel)



THE NETWORK EFFECT

On the Axon network, your software and devices work together effortlessly to reduce your administrative load. Evidence.com enables you to easily store and securely share evidence and our new TASER 7 and Axon Body 3 help keep police and communities safer.

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Special thanks to Axon for sponsoring Thursday night's Dinner.



FRIDAY, OCTOBER 3, 2025

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

9:00 a.m. – 9:30 a.m. **Target Systems for Advanced Training**
Kevin Selent, Rogue Targets



Kevin Selent | Rogue Targets

Kevin Selent has been in law enforcement for more than 20 years. Fourteen of those years as a member, K9 handler & Team Leader of a Federal Tactical Team. He was also a Tactics Instructor and has trained with the best units in the world. He created these targets because he grew frustrated with trying to teach deliberate clearance (CQB/CQC) using shooting targets that weren't conducive to the actual training environment. The current targets on the market all have backgrounds that are not realistic and not practical for CQB/CQC training. For example, when training in deliberate clearance, the end users shouldn't encounter an angry subject in a construction zone holding a shotgun or a pixelated picture of a woman holding a knife in a public library. This isn't real.

ROGUE TARGETS are high-quality pictures of subjects who may or may not be a threat. These pictures are what end users will see when conducting tactical entries into buildings or structures. The current targets on the market are outdated, pixelated, cartoonish, and just plain ridiculous. ROGUE TARGETS help the end user identify a "Shoot" or "No Shoot" subject by providing the most vivid and high-definition images on the market. These targets help the end user scan the entire room before entering by using different elevations, from standing to sitting, corner targets, and even ground targets. Rogue Targets also come with self-adhesive so training instructors don't have to worry about using tape, nails, or spray glue to affix them to the training structure.

9:30 a.m. - 10:30 a.m.

Impact of HR 82, Social Security Fairness Act of 2023
Brian Marvel, PORAC President



Brian Marvel | President of PORAC

Brian R. Marvel is a Police Officer III with the San Diego Police Department (SDPD) and has served for over 25 years in policing. His career includes a decade in patrol operations, specialized roles in demonstration control (Bravo Team), Psychiatric Emergency Response Team (PERT), and a Terrorism Liaison Officer (TLO). His last assignment was in the Research, Analysis, and Planning Unit and as the Military Liaison officer for the department. He is a veteran and an adjunct professor at the San Diego Regional Police Academy.

Mr. Marvel's first elected PORAC position, in 2015, was President of the San Diego-Imperial Counties chapter of PORAC, covering federal, state, and local associations from the Pacific Ocean to Arizona along the California-Mexico border. In 2017, Mr. Marvel was overwhelmingly elected President of PORAC, an 86,000-member-plus organization, and is currently serving in his fourth two-year term. Mr. Marvel is the vice-chair of the California Governor's Public Safety Officer Medal of Valor Review Board and board member on the California Peace Officers Memorial Foundation. Mr. Marvel is the fourth PORAC President from the SDPOA.

Prior to his election as PORAC President, Mr. Marvel served 10 years as president of the San Diego Police Officers Association (SDPOA). He was the longest-serving president in the 113-year history of the SDPOA. As Past President of Californians Against Slavery, he championed Prop 35 (2012), a landmark initiative combating human trafficking, the most successful ballot initiative since California began the process in 1914.

Mr. Marvel is a contributing author to *Police Unions and the Reform Movement: The Battle for the Future of America's Police* and *Law Enforcement, Police Unions, and the Future: Educating Police Management and Unions About the Challenges Ahead*.

10:30 a.m. – 10:45 a.m. Break

Sponsored by the Hispanic Police Officers Association



10:45 a.m. - 12:00 p.m.

Protecting Those Who Protect Us: Disability Planning for Law Enforcement Officers and Veterans

Alex Dell, Esq.



Alex C. Dell, Esq., Founder at Law Firm of Alex Dell, PLLC

Alex C. Dell is the founding attorney of the Law Firm of Alex Dell, PLLC. With offices in New York and Florida, Mr. Dell has thirty (30) years of experience representing injured and disabled individuals with their workers' compensation, disability retirement and social security disability claims. Mr. Dell is also an accredited Veterans Affairs (VA) attorney, representing veterans nationwide with their VA disability claims.

In 2016, Mr. Dell was inducted into the College of Workers' Compensation Lawyers, a nationwide organization established to honor attorneys who distinguished themselves for more than twenty (20) years in the Workers' Compensation field. Mr. Dell is also a contributing author on *New York Workers' Compensation Law and Practice*, published by the New York State Bar Association. In 2024, Mr. Dell was elected to the Board of Directors of Kids' Chance of New York, a non-profit organization providing scholarships for college and vocational education to children of New Yorkers who suffered fatal or serious injury due to occupational trauma. In 2024, Mr. Dell was also appointed as a Member of the Committee on Veterans with the New York State Bar Association.

Mr. Dell is a Board member of the Workers' Injury Law Group (WILG), a nationwide organization of attorneys who represent injured workers. For 10 straight years, Mr. Dell has been selected as a Super Lawyer by Thomson Reuters. A member of the New York Bar and the Florida Bar, Mr. Dell is a frequent lecturer at New York Injured Worker Bar Association events, and is also a member of Florida Workers' Advocates, groups which protect the rights of injured workers throughout New York and Florida.

Mr. Dell earned his BA degree from the State University of New York at Binghamton in 1991, and his JD from the City University of New York at Queens College School of Law in 1994.

For twenty-five years, Mr. Dell worked as a NCAA Division I Hockey Referee. Mr. Dell also served as a National Hockey League (NHL) Trainee and officiated his 1st NHL game on January 23, 1992 between the Toronto Maple Leafs and the New York Islanders at Nassau Coliseum in New York. To learn more about Alex C. Dell and the Law Firm of Alex Dell, PLLC, please visit www.alex dell.com.

12:00 p.m. - 1:00 p.m.

Lunch

1:00 p.m. - 2:00 p.m.

Biometric Privacy

Jeremy Schmidt, President, Santa Clara Police Officers' Association



Jeremy Schmidt | President, Santa Clara Police Officers' Association

Sergeant Jeremy Schmidt is a seasoned law enforcement professional with over 16 years of dedicated service to the community. A proven leader, Sergeant Schmidt has served multiple terms as president of two police associations. During his tenure, he successfully negotiated back-to-back, market-leading labor contracts and secured the Police Department's share of a \$400 million infrastructure bond—raising the initial allocation from \$0 to \$40 million.

His work extends into the political arena, where he made history by winning a landmark election to overturn an initiative to eliminate California's only elected Chief of Police—an upset that saw him earn 72% of the vote.

Additionally, under his leadership, the POA won the Mayor's race against overwhelming financial odds, prevailing despite being outspent \$2.5 million to \$80,000 by opponents backed by the San Francisco 49ers. This outcome secured a stunning victory that underscored the POA's deep community support, as well as his ability to lead high-stakes initiatives, mobilize grassroots engagement, and deliver results against powerful opposition.

Within the department, Sergeant Schmidt has developed a strong commitment to defending his fellow officers. He has successfully achieved favorable outcomes in numerous disciplinary actions. He has also played a pivotal role in forming a coalition to reject NFL credentialing mandates, protecting department autonomy and officer rights.

Currently assigned as a patrol supervisor, Sergeant Schmidt continues to serve on the front lines. He brings over 12 years of tactical experience, including specialized roles as an explosive breacher and as the lead of the department's explosive breaching cadre, highlighting his operational skill and tactical leadership.

2:00 p.m. – 3:00 p.m.

Lessons from Austin: Mental Health Calls, Officer Trials, and the Case for Policy Change

Michael Bullock, President, Austin Police Association



Michael Bullock | President, Austin Police Association

Michael Bullock is a seventh-generation Texan and native Austin resident dedicated to serving his community and the law enforcement profession. He brings a unique blend of legislative experience, frontline policing, and organizational leadership to his role as President of the Austin Police Association (APA).

Before joining the Austin Police Department in 2017, Michael spent 12 years working in the Texas Legislature, where he developed a deep understanding of public policy and government affairs. He has served eight years as an APD officer, gaining extensive experience on patrol and in specialized roles including Field Training Officer, Counter Assault Strike Team member, Public Information Officer, and member of the Bicycle Public Order Team.

Michael's service to the Austin Police Association began in 2020 when he was elected as the South Sub Representative on the APA Board, after previously serving on the APA PAC Board. In 2024, he was elected President of the Association, where he quickly led efforts to achieve two historic milestones: negotiating the largest contract in APA history and guiding the organization to full independence by establishing its own in-house legal team and program.

Beyond his work with APA, Michael has served as president of other nonprofit associations, coached high school baseball, and pursued his passion for aviation as a licensed fixed-wing and rotor pilot.

With a career defined by service, leadership, and innovation, Michael remains committed to strengthening the voice of Austin's officers, supporting the profession, and building trust with the community he has always called home.

3:00 p.m. - 3:15 p.m.

Break

3:15 p.m. – 4:15 p.m.

Next Generation of Firearm Management and Risk Mitigation
Mike Vrooman, GoSafe



Mike Vrooman | GoSafe

6:30 p.m. - 9:00 p.m.

Dinner at Shooter's on the Waterfront – Sponsored by
Spectrum Advisory Group and GoSafe
3033 NE 32nd Ave. (about 5.7 miles from the hotel)

Special thanks to Spectrum Advisory Group and GoSafe for sponsoring Friday night's Dinner.





SATURDAY, OCTOBER 4, 2025

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

9:00 a.m.- 10:30 a.m. **Representing the High-Profile Client: Challenges, Strategies, and Victories**
Rick Diaz, Esq.



Richard “Rick” Diaz, PA

Attorney Richard J. Diaz has over thirty years as a practicing attorney concentrating in the area of federal and state criminal defense, police civil liability cases, forfeiture and complex tort litigation. He is a member of both the Florida and National Associations of Criminal Defense Lawyers, an American Trial Lawyers Associate with the American Bar Association.

Prior to becoming an attorney, Rick Diaz served in the Miami-Dade Police Department first as a patrolman and proceeded to climb the ranks to field-training officer, supervisor and Organized Crime Bureau Undercover Narcotics Detective. He currently serves as referral counsel for the Miami-Dade County Police Benevolence Association, having represented law enforcement officers referred to him pro bono. For this service, Rick was recognized as an honorary member of the Miami-Dade County Police Benevolent Association. Rick has represented all classes of people, including doctors, lawyers, judges, politicians, professional athletes and internationally recognized artists.

Rick Diaz volunteers as a guest speaker at legal seminars at various educational schools and institutes such as St. Thomas University School of Law, University of Miami School of Law, the Southeast Florida Institute of Criminal Justice and the Metropolitan Police Institute. He volunteers as a consultant for the St. Thomas School Community Law Center and has mentored many students attending St. Thomas University School of Law.

He is a lifelong contributor to many local and nationwide charitable organizations, including: the Red Cross, the United Way, the American Cancer Society, the Miami-Dade County Humane Society, Best Buddies, Kidside, the Friendship Circle of Miami and the PBA Love Fund, having donated over \$100,000.00 to those charities over the years and providing over 1000 pro bono hours of legal services for the under-privileged in the country needy of such services.

10:30 a.m. -11:30 a.m.

Bleeding Blue: Providing Support During Hardship
Ofc. Danny Morales, Founder and President, BleedingBlue, Inc.



Danny Morales | Founder of BleedingBlue Inc.

Danny Morales is a law enforcement officer with the Miami-Dade Police Department. He comes from a family of law enforcement officers who have provided me with the foundation to learn, lead and thrive in this profession.

Throughout his tenure as a peace officer, he and his family have been blessed with the honor and opportunity to raise funds for several officers and their families who have been involved in incidents that have left them in need of financial assistance. Sadly, this includes fallen officers as well.

He has been asked why he put so much time into these events and fundraisers. His answer is very simple: "I would hope that someone did this for my family and I if we ever needed the help."

The goal of Bleeding Blue Inc. is to continue to raise awareness, appreciation and funds for South Florida officers and their families when they are going through hardship.

Through product sales, events and fundraising, we will continue to assist where we can, with the goal of showing the thin blue line family that we are ONE!

11:30 a.m.

Closing Discussion

Special thanks to Gurkha Cigars!

