

circumstances) designed to lessen the punishment which the CJSTC will impose, such as length of service with your agency, character references and work history. The PBA attorneys are familiar with the types of reasons the Commission will consider appropriate for determining a fair punishment in your case or mitigating factors which support reducing a recommended punishment to a lesser one. It is important you use them!

An informal hearing is conducted in front of the full Commission during the disciplinary portion of its meetings. One of the CJSTC's prosecuting attorneys will present the case and recommend a punishment. You and your PBA attorney will then be given an opportunity to present your position on the punishment to be imposed by the

Commission. Once the presentations are made, the CJSTC will impose its punishment against you in your presence.

Summary

The Florida PBA hopes that you have acquired a better understanding of the CJSTC disciplinary review process as a result of this series of articles. **If you have learned only one thing about the process, we hope it is this: if you receive a letter or notice from CJSTC do not ignore it; instead, pick up the telephone and contact your local or state PBA as soon as possible so we can begin to assist you!**

Thanks for listening. Stay safe! 🍀

A guy rushes into a bar, orders four expensive 30-year-old single malts and has the bartender line them up in front of him. Then without pausing, he quickly downs each one. "Whew," the barkeep remarked, "you seem to be in a hurry." "You would be too if you had what I have." "What do you have?" the bartender sympathetically asked. "Fifty cents."

Actions Speak Louder Than Words - Part 2

In the first part of this series, the Florida PBA discussed the services it provides (as in "REALLY" provides) members under its legal defense benefit policy. Clearly, the legal defense services provided by the PBA are unparalleled in comparison to those "promised" by other law enforcement organizations.

A second area of legal services provided by the Florida PBA which is unparalleled is representation before the Criminal Justice Standards and Training Commission. Once again, this is a service which is provided at no cost to the member because it is already included in your dues. This is service provided through experienced legal counsel with excellent reputations. Some of the attorneys are in-house and some privately retained by the PBA to represent you.

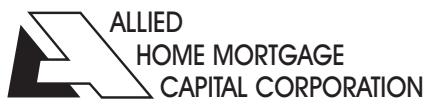
How is this representation different than the representation provided by most other organizations? First, our members are represented by attorneys, not non-attorneys or so-called legal representatives. Second, our attorneys are experienced. How experienced? Depending on

the number of PBA attorneys who are present at any one time, they may have a collective 30-40 years of experience in appearing before the Commission.

Better yet, go to a CJSTC meeting, ask the CJSTC staff, the commissioners themselves or just listen. The PBA attorneys are at every commission meeting, every probable cause panel meeting if they have a member to represent and every disciplinary workshop at which the disciplinary rules for the CJSTC are being developed. They handle numerous (as in lots of) probable cause and disciplinary cases each meeting. They handle the cases effectively and clearly they know what they are doing. They know what to say, when to say it, what to present and, maybe more importantly, when to shut up.

Simply put, when you are represented by a PBA attorney in a CJSTC case, you are receiving some of the best and most experienced legal representation available. This legal representation is provided at no cost to you. This is not just a promise, it is actual fact! Remember, our actions speak louder than their words. 🍀

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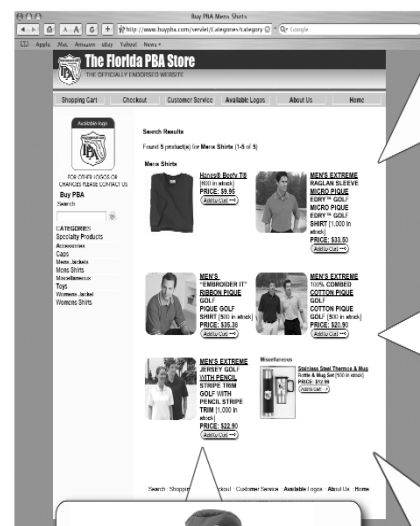
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