

**Nomination Form**[POST Home](#)  
[California Home](#)**O.J. "Bud" Hawkins  
Exceptional Service Award****Application for Nominees**[Section 1 – Nominee](#)[Section 2 – Nominator](#)[Section 3 – Justification](#)[Section 4 – Documentation](#)**Section 1. Nominee Information**

1. **Nominee Name** Edward C. Flores

2. **Title** (if applicable) Director of Program Services

3. **Agency/Organization** South Bay Regional Public Safety Training Consortium

4. **Mailing Address**

Street [REDACTED]

City [REDACTED]

State [REDACTED] Zip [REDACTED]

5. **Contact Numbers**

Voice [REDACTED] Ext [REDACTED]

Cell [REDACTED]

Fax ( ) - [REDACTED]

Email [REDACTED]

**Section 2. Nominator Information**

6. **Name** Linda Vaughn / Steve Lodge

7. **Title** President / Police Chief (Retired)

8. **Agency/Organization** South Bay Regional Training Consortium / Santa Clara Police Dept.

9. **Mailing Address**

Street [REDACTED]

City [REDACTED]

State [REDACTED] Zip [REDACTED]

10. **Contact Numbers**

Voice [REDACTED] Ext [REDACTED]

Cell [REDACTED]

Fax ( ) - [REDACTED]

Email [REDACTED]

11. **Signature**

(Required) 

Date

12/02/2021

12/13/2021

**Complete all remaining sections. Attach additional pages if needed.**[Section 3 – Justification](#)[Section 4 – Documentation](#)[How to Submit](#)

## Nomination Form: O.J. "Bud" Hawkins Exceptional Service Award Application for Nominees

Section 1 – NomineeSection 2 – NominatorSection 3 – JustificationSection 4 – Documentation**Section 3. Justification for Nomination – REQUIRED****12. Describe the individual's contribution(s) in furtherance of POST's mission and goals.**

Edward Flores has over 35 years of law enforcement experience. Ed served as a peace officer with the Santa Clara County Sheriff's Office for a majority of his career before he transitioned to Chief of Santa Clara County Department of Correction, where he served for 7 years. Ed served in that position until his retirement in 2010. During his tenure as a Chief, he served as a member of the Santa Clara County Police Chief's Association. Ed has a Bachelor Degree in Public Safety Administration from San Jose State University. In 2007, Ed was recognized as Distinguished Alumni of the Year for the School of Applied Science and Arts, Justice Studies, San Jose State University.

During his distinguished career with the Sheriff's Office he served in numerous law enforcement training positions within the agency, and at the regional police academy. He mentored and trained at various stages of his career and developed numerous protégés who still serve the community today. As a Deputy, Ed served as a Field Training Officer, Jail Training Officer, and Academy Training Officer. As a Sergeant, he supervised and managed several training programs within the Sheriff's Department, and subsequently within the Department of Correction. Ed also taught Officer Safety and Vehicle Stop Procedures at the Basic Police Academy. His commitment to the development of peace officers is an example of a selfless dedication to the profession.

Shortly after retiring from the County of Santa Clara Ed became involved in the POST Management Course as the On-Site Course Coordinator. He has served in this position for 8 years, to present. Currently, he is also serving full time as the Director of Program Services at South Bay Regional Public Safety Training. Staff under his guidance, serve more than 70 city and county public safety agencies to maintain their POST compliance. He has responsibility for managing seven Program Coordinators that oversee numerous POST Contract Courses in the area of; Management, Supervisor, Basic Investigator, Specialized Investigator Courses, and Instructor Development Courses. Under his direction, Ed's staff also work with, and coordinate over 170 public safety agencies throughout the bay area and state to certify their in-service training and receive compliance with POST mandates, as well as college requirements. Ed's Instructional Services staff also register students, and assist/support the Police and Dispatch Basic Academies.

As mentioned, Ed has been involved in the coordination, management and development of the POST Management Course in the Bay Area for the past 8 years. In 2020 he expanded this role and took on the task of also managing the POST Management Courses in Sacramento area. He now has responsibility for oversight and direction of all POST Management Courses in Northern California. In this role, he selflessly offers his time and expertise in providing course direction, recruiting and assessing qualified instructors, program quality control, and all course logistics. Ed has successfully graduated over 800 newly promoted law enforcement managers. He has worked diligently to maintain quality standards of leadership, community policing, critical incident management, and ethics, personal and professional growth, and much more. Through his career long efforts, Ed has made a significant contribution to the furtherance of POST's mission and goals of educating and developing new staff, as well as newly promoted staff.

## Nomination Form: O.J. "Bud" Hawkins Exceptional Service Award

### Application for Nominees

#### 13. Describe the "legacy" in terms of the sustained impact the contribution(s) have had on POST and California law enforcement. Identify any individuals/organizations that can provide information supporting the described impact.

Chief Edward Flores public safety career spans 35 years of service with the Santa Clara County Sheriff's Office and Department of Correction (DOC). He began his career with the Sheriff's Office, his assignments included Patrol – Field Training Officer, Warrants and Fugitives, Academy TAC Officer, Civil Division, and Special Operations. As a Sergeant his assignments included; Criminal Investigations, Escapee Apprehension, Training Coordinator, and Parks Unit Patrol. As a WOOC Lieutenant assigned to the DOC he served as Assistant Division Commander to all of the Jail Operations Divisions, Special Investigator for EOC cases, and Tactical Team Commander.

In 2003 He became Chief of Santa Clara County Chief of Correction, at the time the 14th largest local jail system in the United States. Prior to serving as the Chief he served as Assistant Chief, Deputy Chief of Operations, Captain, and Special Operations Commander.

Chief Flores routinely represented the agency and made official presentations to public and elected officials, oversight committees and special interest groups. Chief Flores represented the county and presented to Harvard University – John F. Kennedy School of Government and the Northern California District Federal Judges Retreat. Chief Flores is a POST certified instructor and he has an extensive background in classroom instruction and staff training, both for the academy and internal department training. Chief Flores also consults and provides expert witness testimony on behalf of California Counties and Sheriffs Offices' in matters of litigation.

Chief Flores is currently Director of Program Services for South Bay Regional Public Safety Training Consortium. He provides oversight and direction for academy staff responsible for a number of POST courses: Management, Supervisor and ICI Courses. He has also been the Director for the Management Course for several years. In this capacity he made numerous changes in the program; most notably he has recruited and engaged a number of new instructor/presenters that possess a wealth of current industry knowledge from leading law enforcement agencies around the state.

Chief Flores holds a Bachelor of Science Degree in Criminal Justice Administration from San Jose State University. In 2007 he was honored by San Jose State University as Distinguished Alumni of the Year, School of Applied Science and Arts - Justice Studies.

Additional persons who will support Chief Flores' Impact and nomination: Kevn Jensen, Retired Captian Santa Clara County Sheriff's Office [REDACTED], City of Cypress Retired Chief Jackie Gomez-Whiteley [REDACTED] City of Gilroy Retired Chief Scot Smithee [REDACTED]

#### Section 3. Justification for Nomination *continued*

#### 14. Describe the evidence of the individual's dedication.

During his career, Chief Flores served in numerous staff development positions. Ed was well recognized for his coaching and mentoring type of approach to training of staff. Even after retirement Chief Flores continues to dedicate his life to law enforcement and the development of law enforcement staff. Currently Ed is the Director of Program Services at South Bay Regional Public Safety Training. Which serves more than 170 city and county public safety agencies to help maintain their POST compliance. He has responsibility for managing seven Program Coordinators that oversee a wide range of public safety training, including; instructor development, in-service courses, compliance with POST training mandates, and college regulations. He also manages five Instructional Services staff that register students, assist with the police, and dispatch Academies.

As mentioned, Ed has been involved in the coordination, management and development of the POST Management Course in the Bay Area for the past 8 years. In 2020 he expanded this role and took on the task of managing the POST Management Courses for the Sacramento area. He now has responsibility for oversight and direction of all POST Management Courses in Northern California.

Ed has always worked to keep the Management Course relevant. He has developed and incorporated current topics into the Management Course, such as; Social Media, Critical Thinking and Tactical Strategies. One of the more high profile topic developments for the Management Course was Procedural Justice and Implicit Bias. Prior to POST development of these topics, Ed recognized the importance of these topics and had the foresight to work with his Subject Matter Expert to develop and include the topics into the Community Policing presentation. He expand the hours associated to Community Policing and incorporated Procedural Justice and Implicit Bias as a complimentary and important component of the course. These important topics were subsequently recognized by POST as being a fundamental topic that has now been included at every level of POST mandated training.

Chief Flores has worked selflessly to develop and train law enforcement staff. He often offers his own time and expertise to ensure staff receive quality, and high level training. Ed has successfully graduated over 800 newly promoted law enforcement managers. He had worked diligently to maintain high quality standards of leadership, community policing, critical incident management, and ethics, personal and professional growth, and much more. Through his efforts, Ed has made a significant contribution to the furtherance of POST's mission and goals of educating and developing new staff, as well as newly

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**Application for Nominees**

promoted staff.

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**15. Describe how the contribution(s) represent "exceptional service."**

After the COVID related health resrcitions and the shutdown, Chief Flores had to be creative in scheduling and rescheduling interrupted courses. He had to reschedule instructors, classes, and facilities to offer numerous courses, and keep newly promoted Lieutenants in compliance with POST requirments. During this difficult time and as the result of an unexpected retirement of the Sacarmento area contractor, he also stepped up and took over several POST Management Courses in Sacramento area.

The Managament Courses that Ed provided during the health restrictions were some of the first, if not the first, to be presented during this difficult time. He was creative and worked with locations and counties to ensure health protocoals were adhered to in each county, while ensuring the smooth devlivery of the courses. Other providers in the state and the POST Consultant responsible for oversight of the Management Courses contacted him for guidance on how to proceed with presenting their courses.

To this end, Chief Flores also taught a number of subjects in the Management Course during this time because some instructors were not permitted to travel (Agency Travel Bans) or were uncomfortable presenting during the health restrictions. Beyond the normal subjects he regularly taught within the Managemen Course, he also taught the following additional subjects to ensure courses were delivered as scheduled; Personal and Professional Growth, Personnel Issues, Risk Management, Strategic and Succession Planning, and Fiscal Management. Chief Flores is always professional and connects very well with his students. This is illustrated very well by students evaluations, they are exceptional and noteworthy.

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**Nomination Form: O.J. "Bud" Hawkins Exceptional Service Award**  
**Application for Nominees**

**Section 4. Support Documentation – REQUIRED**

**16. Provide a brief list of any supporting documents included with this application.**

1. Business Card
2. Class evaluation
3. Copy of BA Degree
4. Instructor Bio

**To complete your application:**

- 1) Make sure you have filled in all applicable sections.
- 2) Print and sign form.
- 3) Attach all supporting documents.
- 4) Send your completed application to:



**Hawkins Screening Committee**  
**c/o California POST**  
**Executive Office**  
**860 Stillwater Road, Suite 100**  
**West Sacramento, CA 95605**

Application questions: 916.227.2807 — Scott Loggins

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Edward Flores Jr.

Bio 11/29/2021

growth, and more. Through his efforts, Ed has made a significant contribution to the furtherance of POST's mission and goals for educating new staff, development of staff and newly promoted Lieutenants.

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates OCT - NOV - DEC 2021

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

yes. The Critical Thinking block for Lieutenants was extremely helpful.

2. Please identify the strengths and or weaknesses of the course?

S: All the instructors were very knowledgeable and passionate about their topics.

W: Course needs better PROJECT PRESENTATION TOPICS. Maybe LIST of relevant management topics to CHOOSE from. Maybe ask the instructor for some input of relevant topics.

3. Do you have any suggestions for improving this course?

I believe Ed is doing a great job at trying to keep the course FRESH & RELEVANT. Stay on top of that.

4. Other: Thank you Ed and all the instructors for your wealth of knowledge. You are NEEDED for the success of our profession.

Your Name & Agency (optional) STOCKTON



# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates OCT - DEC

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

YES! GREAT OVERVIEW AND PERSPECTIVE OF A POLICE MANAGER'S  
ROLES AND RESPONSIBILITIES.

2. Please identify the strengths and or weaknesses of the course?

+ THE VARIATION IN THE NUMBER OF DIFFERENT SPEAKERS  
WAS SUPERB BECAUSE IT PROVIDED MANY VIEWPOINTS,  
EXPERIENCES & INSIGHTS.

- THE FINANCIAL INSTRUCTION PIECE WAS DRY  
AND NOT AS RELEVANT TO ME BECAUSE THIS IS  
HANDLED BY A CAPTAIN @ MY ORGANIZATION

3. Do you have any suggestions for improving this course?

MY ONLY SUGGESTION WOULD BE TO BRING IN SOMEONE  
LIKE JOHN BURRIS SO HE CAN IDENTIFY <sup>POLICE</sup> MANAGEMENT  
PITFALLS, TRAINING ISSUES, DOCUMENTATION, ETC THAT EXPOSE  
AGENCIES TO LIABILITY.

4. Other: \_\_\_\_\_

GREAT COURSE!

THE PRESENTATIONS WERE RELEVANT, CURRENT & MEANINGFUL.  
I WILL DEFINITELY INCORPORATE SOME OF THESE  
IDEAS INTO MY ORGANIZATION

Your Name & Agency (optional) \_\_\_\_\_

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates 9/27, 10/25, & 11/30

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

YES, THE 3 WEEK PMC HIT A NUMBER OF  
TOPICS THAT ARE RELEVANT TO SUPERVISORY LEVEL POSITION.

2. Please identify the strengths and or weaknesses of the course?

THE STRENGTHS WERE ALL THE PRESENTERS HAD  
THE EXPERIENCE & HELD POSITIONS THAT IN MY  
OPINION WERE SUBJECT MATTER EXPERTS IN THE  
TOPIC THEY PRESENTED.

I FEEL THERE WERE NO WEAKNESSES OF THE PMC.

3. Do you have any suggestions for improving this course?

NO, I FEEL STRONGLY THAT CHIEF FLORES  
DID AN EXCELLENT JOB PRESENTING & ORGANIZING  
THE ENTIRE 3 WEEK PMC.

4. Other: THANK YOU! I REALLY ENJOYED THE  
PMC AND MORE IMPORTANTLY THE PEOPLE  
I MET & BECAME FRIENDS WITH.

Your Name & Agency (optional) \_\_\_\_\_

# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates OCTOBER, NOVEMBER, DECEMBER 2022

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Good course, I learned more from listening to instructors experiences and presentation feedback from chiefs

2. Please identify the strengths and or weaknesses of the course?

The course evaluations should be electronic rather than written. Give evaluations as homework

to provide more meaningful feedback overall good course, some topics could be

expanded upon such as I.T., risk management significant topics should not have same time frame as social media.

Do you have any suggestions for improving this course?

The course can be condensed to include by a ~~few days~~ virtual learning.

4. Other: \_\_\_\_\_

Chief Flores good presenter and enjoyed hearing his experiences. Advance the course curriculum, Basic topics, police work is advancing.

Your Name & Agency (optional) \_\_\_\_\_

need more coaching in today's environment.

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates JAN, FEB & AUGUST.

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

COURSE PROVIDED A MULTITUDE OF SUBJECTS  
RELATED TO IT'S DUTIES

2. Please identify the strengths and or weaknesses of the course?

EACH INSTRUCTOR WAS VERY PASSIONATE  
WITH THEIR SUBJECT & APPEARED TO  
HAVE EXTENSIVE KNOWLEDGE. MOST WERE  
ENTERTAINING & MADE THE BORING SUBJECT  
INTERESTING. PRESENTATIONS WERE INFORMATIVE

3. Do you have any suggestions for improving this course?

NO SUGGESTIONS. COURSE AND  
ALFILLING & CLASS INTERACTIONS WERE  
EXCELLENT. WE HAD A GREAT CLASS!

4. Other: THANK YOU FOR A WONDERFUL  
COVID → CLASS ED!  
\*DON'T FORGET TO LOOK IT UP!!

Your Name & Agency (optional) RADA GARCIA, (MIRACOSTA COLLEGE)

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates JUNE 22, 2020 → JUNE 26, JULY 13 - JULY 16

Course Coordinator ED FLORES AUG 3 → AUG 6

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

GOOD OVERVIEW OF THE ROLE OF  
MIDDLE MANAGEMENT

2. Please identify the strengths and or weaknesses of the course?

CHIEF FLORES DID A GOOD JOB UNDER  
DIFFICULT CIRCUMSTANCES.  
MANAGING POST REQUIREMENTS DURING COVID  
AND CIVIL UNREST WITH 20 STUDENTS WHO ARE,  
AT BEST, ANGRY AND FRUSTRATED, IS A CREDIT TO  
HIS ABILITIES.

3. Do you have any suggestions for improving this course?

NOPE  
GOOD JOB  
A LITTLE MORE IN CLASS TIME TO WORK ON CLASS  
PRESENTATION.

4. Other: \_\_\_\_\_

Your Name & Agency (optional) \_\_\_\_\_

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates JAN 2019 - MAR 2019

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

IT DID. I ENJOYED THE COURSE AS A WHOLE & LOOKED FORWARD TO RETURNING EACH MONTH.

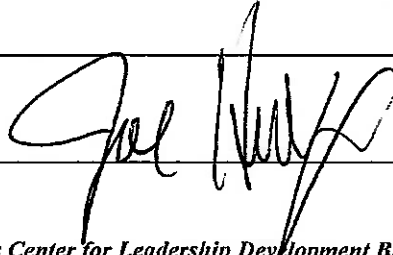
2. Please identify the strengths and or weaknesses of the course?

AS A BRAND NEW MANAGER I THOUGHT THE COURSE WAS VERY VALUABLE. BEING EXPOSED TO THE OTHER STUDENTS & THEIR PERSPECTIVES WAS BENEFICIAL. YOUR INSTRUCTOR POOL IS TREMENDOUS & BRINGS A LOT OF CREDIBILITY.

3. Do you have any suggestions for improving this course?

I WOULD HAVE LIKED BETTER COFFEE. HA HA.  
I DO NOT HAVE ANY SUGGESTIONS TO MAKE THE CLASS BETTER

4. Other: THANK YOU

Your Name & Agency (optional) 

*Evaluation forms will be forwarded to POST's Center for Leadership Development Bureau for further review.*



# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates JULY/AUG/SEPTEMBER

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

YES, AFTER PROMOTION, IT WAS OVERWHELMING, DAILY  
TASKS, OVERLAPPING TASKS, CONSTANT "FIRES," NOW I HAVE  
A "ROAD MAP" TO HELP ME MANAGE BETTER IN MY NEW ROLE.

2. Please identify the strengths and or weaknesses of the course?

NO WEAKNESSES THAT I PERCEIVED. MANY STRENGTHS  
THAT CAME FROM A PLETHORA OF KNOWLEDGEABLE  
INSTRUCTORS/PRESENTERS, EACH WITH THEIR  
OWN UNIQUE PERSPECTIVES.

3. Do you have any suggestions for improving this course?

THERE WAS A LOT OF VALUABLE INFORMATION  
PROVIDED IN A SHORT TIMELINE. I MIGHT  
BE THE ONLY ONE TO ADMIT THIS, BUT I DO  
BELIEVE THE CURRICULUM CAN BE EXPANDED

4. Other: IN AREAS SUCH AS: RISK MANAGEMENT,  
THE DISCIPLINARY PROCESS, ETC.

OVER ALL, GOOD EXPERIENCE THAT PROVIDED TOOLS  
FOR SUCCESS

Your Name & Agency (optional) DAVIS CARSON / EPAPD

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates 10/26/20 - 12/10/20

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Yes - up to this point, I've been training on the fly. This aided me in understanding my role and gain resources as well.

2. Please identify the strengths and or weaknesses of the course?

I enjoyed the Media Relations and Social Media classes the most since I'm the least familiar in those areas. Tactical Strategies and Disciplinary Actions classes were also informative and

3. Do you have any suggestions for improving this course? they need to find a way to make it more interesting.
- No. I think the class was

well planned and course instructors were well educated and experienced.

4. Other: For being in COVID times, I enjoyed still the classroom setting, meeting new people, and having some normalcy.

The Gilroy Garlic Festival shooting debrief  
Your Name & Agency (optional) was quite information as well.

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates JAN / FEB / AUGUST

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Absolutely, helpful to see other LT perspectives.

2. Please identify the strengths and or weaknesses of the course?

1st - Unique and Challenging timeframe due to COVID, but Chief Flores kept us together and put everything in perspective. Good overall course and solid & experienced instructors.

3. Do you have any suggestions for improving this course?

- NONE

4. Other: Great balance of required/mandated material & real world practical application (through instructor + instruction)

Your Name & Agency (optional) Lt H. Hall #567 SFPD

# POST MANAGEMENT COURSE

South Bay Regional Public Safety Training Consortium

## INSTRUCTOR CRITIQUE

Course Topic/Title POST Management, LT. School INTRO

Instructor CHIEF EDWARD FLORES Date Presented 09/16/19

Please take a few moments to respond to the questions below. Your personal feedback is important to the ongoing quality of the POST Management Course. Use the back of this form for any additional comments. Thank you.

1. Did this presentation provide useful information to help you do your job? If so, please list some of the points you will refer to in the future.

YES, IT DID. CHIEF FLORES WAS  
VERY CLEAR + CONCISE WITH THE INTRO,  
MANAGEMENT - LEADERSHIP - GREAT  
CLIP OF COIN POWELL, GREAT DAY -

2. Please identify the strengths and or weaknesses of this presentation?

CHIEF FLORES REALLY NAILED  
WHAT A GOOD LEADER / MANAGER  
DOES THE CHARACTERISTICS OF  
GOOD LEADER / MANAGER, + HOW THEY CAN  
OVERLAP,

3. Do you have any suggestions for improving this topic presentation?

NO, I REALLY ENJOYED IT. WAS  
SENSE OF ~~THE~~ HUMOR, HUMOR,  
PERFECT FOR THIS CLASS

4. Additional Comments:

REALLY ENJOYED WHAT  
CHIEF FLORES HAD TO SAY  
VERY CLEAR + KNOWLEDGEABLE

Your name and agency (optional) MIKE PARLSON - SFPD

Critique forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

South Bay Regional Public Safety Training Consortium

## INSTRUCTOR CRITIQUE

Course Topic/Title ROLE OF LT (TRANS TO MANAGEMENT)

Instructor ED FLORES Date Presented 2-22-21

*Please take a few moments to respond to the questions below. Your personal feedback is important to the ongoing quality of the POST Management course. Use the back of this form for additional comments. Thank you.*

1. Did this presentation provide useful information to help you do your job? If so, please list some of the points you will refer to in the future.

Yes - very eye opening. Plenty of items  
I will take away from just today.  
Delegation, emotional intelligence,

2. Please identify the strengths and or weaknesses of this presentation?

See above. The time of the day went quickly.  
I enjoyed doing the interviews at the  
beginning to learn about each other.

3. Do you have any suggestions for improving this topic presentation?

no enjoyed it

4. Additional Comments:

Thank you - can definately see the  
passion of you + chief Smith with your  
career experience.

Your Name & Agency (optional) Summer Johst ABC

*Critique forms will be forwarded to POST's Center for Leadership Development Bureau for further review.*

# POST Management Course

South Bay Regional Public Safety Training Consortium

## INSTRUCTOR CRITIQUE

Course Topic/Title INTRODUCTION TO LEADERSHIP

Instructor EDWARD FLORES Date Presented 1-13-2020

Please take a few moments to respond to the questions below. Your personal feedback is important to the ongoing quality of the POST Management course. Use the back of this form for additional comments. Thank you.

1. Did this presentation provide useful information to help you do your job? If so, please list some of the points you will refer to in the future.

YES. THE GROUP FEEDBACK ON MANAGEMENT  
AND LEADERSHIP BROUGHT UP SOME GOOD  
POINTS AND CLARIFIED THE SIMILARITIES  
AND DIFFERENCES BETWEEN THE TWO.

2. Please identify the strengths and or weaknesses of this presentation?

CHIEF FLORES DOES A GREAT JOB OF  
FACILITATING & ENCOURAGING DISCUSSIONS  
AMONG THE CLASS.

3. Do you have any suggestions for improving this topic presentation?

NO

4. Additional Comments:

SO FAR, THIS IS AN EXCELLENT  
COURSE.

Your Name & Agency (optional) ERIC BUSCHOW, VCSO

Critique forms will be forwarded to POST's Center for Leadership Development Bureau for further review.



# POST Management Course

South Bay Regional Public Safety Training Consortium

## INSTRUCTOR CRITIQUE

Course Topic/Title management day one

*translation of management*

Instructor Edward Flores

Date Presented 6/22/2020

Please take a few moments to respond to the questions below. Your personal feedback is important to the ongoing quality of the POST Management course. Use the back of this form for additional comments. Thank you.

1. Did this presentation provide useful information to help you do your job? If so, please list some of the points you will refer to in the future.

The course offered a recap of LT roles vs Sgt roles -

Class discussion provided the most information

2. Please identify the strengths and or weaknesses of this presentation?

Being able to openly discuss topics that can be controversial amongst officers in the same rank is definitely beneficial.

3. Do you have any suggestions for improving this topic presentation?

Continue the group talk -

4. Additional Comments:

Thank you for continuing to care about the leadership coming up.

Your Name & Agency (optional)

Critique forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

South Bay Regional Public Safety Training Consortium

## INSTRUCTOR CRITIQUE

Course Topic/Title Role of Lieutenant

Instructor Ed Flores

Date Presented 06/22/20

Please take a few moments to respond to the questions below. Your personal feedback is important to the ongoing quality of the POST Management course. Use the back of this form for additional comments. Thank you.

1. Did this presentation provide useful information to help you do your job? If so, please list some of the points you will refer to in the future.

Yes. Understanding management from the  
lenses of leadership. Understanding current  
events & how it relates to management.

2. Please identify the strengths and or weaknesses of this presentation?

Strengths = Chief Flores experience along  
with personal experiences after the "job"

3. Do you have any suggestions for improving this topic presentation?

Continue to ~~be~~ illicit hard topics of  
leadership/management and current events.

4. Additional Comments:

Chief Flores' emotional/social intelligence  
fosters a learning environment that's safe.

Your Name & Agency (optional) John Ferrara Monterey County DA.

Critique forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates OCT NOV DEC 2-5 --2019

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

ABSOLUTELY. EACH SECTION PROVIDED  
INSIGHT INTO THE ROLE OF MANAGEMENT

2. Please identify the strengths and or weaknesses of the course?

THE COURSE PRESENTORS ARE THE  
STRENGTHS  
~~GOODNESS~~ OF THE COURSE. EACH  
PRESANTOR WAS VERY KNOWLEDGEABLE  
ON EACH TOPIC, PROVIDED CONTEMPORARY  
EXAMPLES AND RELEVANT INFORMATION

3. Do you have any suggestions for improving this course?

I BELIEVE THIS WAS A GREAT COURSE.

4. Other: THE INFORMATION IN THIS CLASS WILL  
ALLOW ME TO EFFECTIVELY DO MY JOB AND HAS  
PROVIDED ME RESOURCES (VIA AGENCIES) TO PULL  
FROM.

Your Name & Agency (optional) RODNEY HARVE GIDDLEY PD

Evaluation forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates JAN / FEB / AUGUST

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Absolutely, helpful to see other LT perspectives.

2. Please identify the strengths and or weaknesses of the course?

1st - Unique and Challenging timeframe due to COVID, but Chief Flores kept us together and put everything in perspective. Good overall course and solid & experienced instructors.

3. Do you have any suggestions for improving this course?

- NONE

4. Other: Great balance of required/mandated material & real world practical application (through instructor + instruction)

Your Name & Agency (optional) 444.D.Hall #567 SFPD

# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates January 25<sup>th</sup> - March 25<sup>th</sup> 2021

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

YES, EXCELLENT COURSES BY EXPERIENCED INSTRUCTORS. I WILL USE THIS INFORMATION ON A REGULAR BASIS, IN MY ROLE AS A LT.

2. Please identify the strengths and or weaknesses of the course?

INSTRUCTORS KNOWLEDGE & EXPERIENCE. TRULY ENJOYED LEARNING FROM INCIDENTS & ESPECIALLY THE INSTRUCTORS HAVE BEEN THROUGH. LEARNING FROM THEIR MISTAKES & SUCCESSSES. EXCELLENT CRITICAL THINKING & PUBLIC SPEAKING COURSE - IT GAVE ME SOME NEW IDEAS & PERSPECTIVES.

3. Do you have any suggestions for improving this course?

A FEW MORE HIGH RISK/LOW FREQUENCY ~~AND~~ INCIDENT SCENARIOS SUCH AS SUPT OPERATIONS OR CIVIL UNREST

4. Other: THANK YOU TO ALL THE INSTRUCTORS FOR THEIR KNOWLEDGE, EXPERIENCE & TIME!

Your Name & Agency (optional) Tom Davis Woodlawn P.D.

Evaluation forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates April 26<sup>th</sup> - June 24<sup>th</sup>

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Absolutely! This course was truly an opportunity to collaborate and learn best practices w/in the industry

2. Please identify the strengths and or weaknesses of the course?

Strengths: A great well-rounded group of instructors/facilitators. Great case studies, discussion, and networking opportunities.

Weaknesses: A slight mix-up w/ tech during a course w/ zoom guest. Covid outbreak did not help matters either.

3. Do you have any suggestions for improving this course?

Keep facilitators consistent w/ breaks and break schedules. Maybe one more short block to allow groups to discuss/prepare for group presentations.

4. Other: \_\_\_\_\_

All in all, well done! I believe I will communicate / stay in touch w/ many of the LE professionals in the room.

Your Name & Agency (optional) \_\_\_\_\_



# POST Management Course

Presented by South Bay Regional Training Consortium

## Overall Course Evaluation

Course Session - Start & End Dates

POST MANAGEMENT CLASS #20-2  
10/7/19-10/11/19, 11/4/19-11/7/19, & 12/2/19-12/5/19

Course Coordinator

ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

Yes, it covered a great deal of topics that I have encountered.

2. Please identify the strengths and or weaknesses of the course?

I really enjoyed the diversity of the speakers and I believe the topics were spot on in regards to the nature of our business. There is nothing that stands out as a weakness.

3. Do you have any suggestions for improving this course?

I'd like to see a longer class with Mike Pains & Greg Finch. These are areas that are always that are hot topics!

4. Other:

Thank you and the rest of the instructors for their time & dedication to helping us be the best we can be.

Your Name & Agency (optional)

Evaluation forms will be forwarded to POST's Center for Leadership Development Bureau for further review.

# POST Management Course

*Presented by South Bay Regional Training Consortium*

## Overall Course Evaluation

Course Session - Start & End Dates \_\_\_\_\_

Course Coordinator ED FLORES

Please take a few moments to respond to the questions below. Your feedback is important to the ongoing improvement of the POST Management course. Thank you.

1. Did the course provide useful information/tools to help you do your job?

YES. SEVERAL AREAS OF INTEREST WERE  
TOUCHED ON. GREAT CLASS FULL OF INFO.

2. Please identify the strengths and or weaknesses of the course?

STRENGTHS: PRESENTER KNOWLEDGE, EDUCATION  
& PASSION FOR TEACHING. ED WAS A GREAT  
FACILITATOR & ALWAYS KEPT THE CLASS  
INTERESTING. VERY FORTUNATE TO ATTEND &  
TAKE VALUABLE INFO BACK TO MY AGENCY.

3. Do you have any suggestions for improving this course?

CONTINUE TO PROVIDE CURRENT & RELEVANT  
INFORMATION. I THINK THE CLASS WAS A  
10 AND THE TIME WAS MAXIMIZED WELL.

4. Other: THANKS ED. I ENJOYED CLASS &  
YOUR INTERACTIONS. THANKS FOR COMING OUT  
OF RETIREMENT & INVESTING IN US ALL!

Your Name & Agency (optional) R FRANKLIN MCSO