

Raymond Beltz is a Senior Lieutenant at a Northeast Florida Law Enforcement Agency. He is currently assigned to the Patrol Division as an Administrative Lieutenant. Raymond has been in law enforcement for 23 years, 18 of which have been in supervision. In addition, he was also a Field Training Officer, a Field Training Sergeant, and is currently a certified law enforcement instructor.

During his career, Raymond has incessantly sought out continuing educational classes to enhance his ability to perform his daily duties, as well as enhance his leadership skills. Raymond has also attended the following leadership classes/courses:

- *90th Command Officer's Development Course*, Southern Police Institute
- *Advanced Training: Developing Law Enforcement Managers*, Institute of Police Technology and Management (IPTM)
- *Advanced Training: Field Training Officer*, Florida Criminal Justice Executive Institute
- *Chief Executive Leadership*, Southern Police Institute
- *Continuous Improvement/Risk Management*, Jacksonville Sheriff's Office Leadership Development Institute
- *Finding the Leader in You*, Calibre Press
- *In-Depth and Advanced In-Depth Leadership for Law Enforcement*, Florida Criminal Justice Executive Institute
- *Leadership in the Shadows*, Jacksonville Sheriff's Office Leadership Development Institute
- *Leadership Presence*, Jacksonville Sheriff's Office Leadership Development Institute
- *Modern Issues for the Law Enforcement Supervisor*, Jacksonville Sheriff's Office Leadership Development Institute
- *Situational Leadership I & II*, Jacksonville Sheriff's Office Leadership Development Institute
- *Supervisor Liability*, FBI-LEEDA

In addition to the above-mentioned classes/courses, Raymond has received over 25 letters of commendation, was recognized as a Subject Matter Expert (SME) for two promotional examinations and received Officer of the Month and Supervisor of the Month accolades for his leadership roles.

Raymond is a graduate of the University of North Florida and possesses a Master's Degree in Business Administration, and a Bachelor of Arts in Criminal Justice with a minor in Psychology. While attending graduate school, he developed a passion for mentoring, retention and attrition within Law Enforcement. He has done extensive research on the aforementioned items, and has implemented mentoring programs within the majority of the units he commanded.