**BUSINESS SPEECH**

**FOR**

**DWIGHT SNYDER**

Hello and thank you for that enthusiastic applause (**If you are being introduced, you can say that**). I would like to extend special thanks to our Mayor, Mr. Bud Scholl, our Commission and City Manager, Mr.Chris Russo, of course, to all of you, our very special guests, and most importantly, to the dedicated men and women of the Sunny Isles Beach Police Department, I want to take this opportunity to express my appreciation for your support and confidence in me and for your continued commitment and compassion for all of the citizens of our great community.

Naturally, with newness and “changing of the guard” comes a certain amount of bittersweet emotion, and while I am honored and thrilled to commit to this new position, we are also bidding farewell to someone who has meant so much to all of us for so long. Chief Fred Maas, a man who has dedicated his time, expertise, and wisdom to our community for the past twenty years, is retiring.... and while some may look on this as a “good news/bad news” moment, I propose focusing on the positive.... a new day is dawning for both Chief Maas and his future, and it is also the beginning of a new chapter for the Sunny Isles Beach Police Department.

Before I deliver my sentiments as the incoming Chief of Police, I must first congratulate Chief Maas for his accomplishments and achievements as well as for his reaching an enviable milestone in his career. While some may say that the downside of retirement is that, quite frankly... “**no days off**....” (**Wait for the laugh**), it provides a wonderful moment for reflection, self acknowledgement, and the rare opportunity to make new choices and face new goals and adventures. (**Turn to Chief Maas and say**) Chief (**or address him as you would normally do**), on behalf of every officer who has served under your command, I want to acknowledge you and thank you for your unparalleled leadership, your unflagging integrity, and the complete way in which you have inspired, motivated, and led this team. I am confident in saying that you have made an irrevocable difference in the lives of everyone you have met, served, and guided throughout your career. I also know that everyone here will agree with me when I say that although you have never asked or suggested this... nor would you.... because clearly someone who is great at what he does gives his all and doesn’t have to ask... his actions speak for his legacy... but to us, if ever there were a “Hall of Fame for Police Chiefs,” you, sir, would be front and center. I don’t say that lightly, and I want to emphasize that this distinction does not come by accident. Your career is set apart by your character and by your complete devotion to always, without exception, having the backs of your officers. That is a rare, covetable trait. To all of us who have served under your watchful eye, it is a gift. To me, as your successor, well... you’ve raised the bar..... I can only hope that with hard work and your voice guiding me... either by memory, in my gut, or through all the times I will be contacting you.... **please don’t change your number or your email address**... (**Wait for the laugh**) that the bar you have raised so high will someday be within my reach. While a famous poet said, “A man’s reach should exceed his grasp...” your legacy, Sir, puts me to the test.

Chief Maas has always managed to shed light and humor in just about any situation in which he speaks... another quality that insures his “Hall of Fame” status... and although I won’t even attempt to tell you about “The three Irish priests that walk into a bar...,” I want to thank you for even the faintest of chuckles I’ve received so far tonight... like I said... high bar... big shoes... gotta practice... I guess if I were to make an analogy about what this looks like to me... that is, when someone is a “Hall of Famer,” someone who’s a really tough act to follow, I go back to this question that plagues me... Does anyone.... besides maybe my son Adam, even **remember** the name of the Miami Dolphins quarterback who replaced Dan Marino??? Nah... I didn’t think so... so based on that, Chief, I have to say... there will be many that follow you, but **NO ONE** will **EVER** replace you!!!

Yes. Tonight is bittersweet and I am filled with mixed emotions. While I will miss the inspiration and guidance of Chief Maas, I am also humbled, thankful, and very honored to have been selected as this agency’s next Chief of Police. I recognize that this is an incredible opportunity and I eagerly look forward to seizing the opportunity to build on the traditions and legacy of this great agency, which we **ALL** built together, from the ground up over the last twenty years. I am very clear that tonight’s promotional ceremony is not about just one person. It’s about this team and all of us working in unison. It’s all about the dedicated men and women that are the pulse and muscle, the eyes and ears, the strength and compassion that make up this police force. This department would literally not exist without its **HUMAN** resources, and that’s all of you... each and every day you show up.... **REALLY** show up... willing to protect and serve our community with the sole and express purpose of making the quality of life better... while doing whatever it takes. You show everyone just what bravery, compassion, and professionalism look like, and you honor us with your dedication.

Tonight is also about acknowledging our elected officials, who, in **TWENTY** years have **NEVER** voted no to any request made by their police department... and whether it was or is for equipment, or resources to better protect our residents and guests, that track record is unprecedented and really worth recognizing.

Tonight is also about our city employees and their department managers who have always provided cooperation and logistical support to our police department and force... as needed, and in turn we have proudly served and supported them during special events and at other times when our presence has been required.

Yes. Tonight is about teamwork, cooperation, community support, appreciation, recognition of extraordinary contribution, and anticipation for new beginnings, it’s about discovering and properly placing the puzzle pieces that make this community stronger, more responsive, and more successful... for **ALL** of us. I have been blessed to be able to have a long, exciting and challenging career in what I believe is the greatest profession on earth, and it is my honor to serve along side each one of you. I also want to make it clear that I am very aware that **NONE** of this would have happened had I not had the love, support and guidance from many people. **NO ONE** operates in a vacuum and I am certainly no exception. I am also aware that I am fortunate to have had so many mentors, teachers and supporters that... **lucky you**... (**Wait for the laugh**) there are **WAY** too many to mention, so I will give you the short list.

First and foremost, I want to acknowledge and thank my parents, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. I just wish they could have been here tonight to see that their hard work was not in vain. These are (**were?**) two people that raised **SIX** kids with uncompromising standards and **ONE** main rule... **RESPECT OTHERS** at all costs.... that’s the true golden rule and one we all should live by. My older brother Dave has always been my guide, my conscience, and my best friend. He has always had my back, and vice versa, and I am proud to share DNA with this fine man. To my colleagues at work, Captain Mike Grandinetti, a man who truly is the catalyst of this department... he keeps all the parts moving.... and the agency running... to Lieutenant Mulvey who oversees our criminal investigation division, and to all of the administrative staff, thank you for your hard work and dedication.

We have amazing employees, staff, and relationships, but the foundation... the heart and soul, is of course, our police officers. They operate with enthusiasm and purpose every day, even though they put their lives on the line for each one of us.... thank you isn’t enough, but know that our collective appreciation from the entire community is genuine and deep.

Of course I’ve saved the best for last. While it’s been said that behind every man..... I have to say that for the past thirty four years, my lovely wife, Kathleen, has been behind me, beside me, and with me every step of the way. She has endured the stress of being “a cop’s wife” while doing an incredible job raising our family and still manages to excell in her own law enforcement career. Sweetheart, I love you more than words can say. I have also been blessed with two wonderful sons of whom I am so proud... Matthew, our eldest son, is one of the most genuine people I will ever know, (**Do you want to mention anything about what Matthew is doing now?**) and Adam, who, I am humbled to admit, has entered the “family business” as a law enforcement officer in his home town of David. Gentlemen, well done...

In closing, I would like to thank you, our community, for your continued support, and faith in, our police department. I stand before you and pledge our unyielding dedication and drive to provide the highest caliber of law enforcement service possible. We pledge to be readily accessible, accountable, and steadfast in maintaining our oath to defend at all costs, SO HELP US GOD.

Ultimately, this force and this community operate and **COOPERATE** in a kind of family structure, and while challenges will present themselves, we will face them and resolve them as the relentlessly respectful and cooperative community that I know we are.

Thank you all for this great privilege! Good night and God Bless!