

SUMMARY MEETING FOR SEPTEMBER 8TH

GENERAL POLICY COMMITTEE

This memo contains response to current, past, and future strategies at the Gainesville Police Department. Topics mirror recommendations by the PAC (Police Advisory Committee), but also include other recommendations part and parcel to those outlined.

1. **ADDING IN-CAR AND ON-PERSON VIDEO/AUDIO CAMERA TECHNOLOGY:**

- Currently 105 GPD vehicles have in-car cameras installed.
- An additional 142 cameras is to outfit all of fleet. GPD has \$390,000 in Capital Improvement Project funds that would purchase approximately 60 in-car cameras (2017-2019). Still need an additional 82 cameras at \$6,138.56 each or \$503,362.
- Cost to outfit all (I believe this includes ALL sworn...not just Operations) all officers with body worn cameras/storage/public access: \$2, 834,259.00. Chief, not sure if this is an initial one-time cost and then what the re-occurring cost will be.
- We will include this discussion in future budget/grant/trial period conversations.

2. **INCREASING AND STABILIZING THE GAINESVILLE YOUTH PROGRAM FUNDING:**

- Reichert House – enveloped into City program/budget. Service 125 +/- youth
- B.O.L.D. – Recently hired a BOLD coordinator. MRT is part of the curriculum.
- Trauma Awareness – The Gainesville Police Department supports trauma awareness in our community and through our training recognize trauma as a leading contributor in adolescent behavior.
- School Resource Officers – Committed to every school in the City. SRO's are instructed in "Handle with Care" training, G.R.E.A.T. training, utilizing School's code of conduct for misbehavior in lieu of criminal sanctions.
- SOC (System of Care) – Students to Successful Citizens – program championed by GPD, currently consisting of over 50 programs and members stakeholders recognizing the paramount importance of counseling, therapy, support group, substance abuse, trauma, anger management, etc dedicated to our community youth and their families. The back-bone agency to these wrap-around programs in our SOC is the SBAC.
- Police/Youth Dialogue – DMC grant that expired in 2014 – Chief continues to fund (facilitator/food) monthly program her at GPD. Not budgeted. These dialogues have been extended to the University of Florida and Santa Fe Community College.
- Created DMC (Disproportionate Minority Contact) Coordinator within the Gainesville Police Department.
- H.E.R.O.E.S. – GPD program that provides touch services to 13-18 of our most needy, deep-end children the entire summer, i.e.; College tours, life skills, ropes course, beach, job interviews,

relationships, community service, Mayport Navy Academy, Rays baseball game, etc. paid for by donations (\$3,000.00) and City (\$1,000.00).

- CPOs Summer Camp for kids. Shop with a Cop (Walmart and Target).
- Heatwave – GPD continues to support the Summer Heatwave program through staffing (OT) and SRO assignment. We also help coach several of the teams. **28% reduction in youth arrests this summer.**
- Civil Citations – GPD continues to lead the county in civil citations and we’ve strengthened our policies (justify in report why you did not issue CC, supervisors’ approval, domestic violence response) to support the diversion of youth from the criminal justice system.

3. **ENHANCING TRAINING AND EXPECTATIONS FOR GPD OFFICERS:**

- Police/Youth Dialogue Trainings – continue monthly – 219 Officers have participated in the training over the past 2.5 years. Training includes Implicit Bias, brain development and trauma awareness – co-facilitated by the River Phoenix Center for Peace Building.
- Procedural Justice training – last month, GPD trained 20 sworn and non-sworn employees certified in Procedural Justice. We are currently introducing our Officers to PJ through in-service training.
- Crisis Intervention Training – Chief’s goal is to have sworn and non-sworn certified in CIT training.
- GPD is in the process of hiring a Planning Manager that will evaluate/audit/access current policies/deployment/strategies that affect this agency and the community.
- Our Field Training Program is being reviewed to ensure inclusion of Community Policing pillars as well as Procedural Justice
- Review and edit current performance measures (evaluations) for all GPD officers and establish a new annual performance review.

4. **PAC support for expanded Officer applicant pool:**

- GPD should strive to enhance their applicant pool to include; minorities, LGBT, females for hiring both sworn and non-sworn. Dedicate resources to hiring locally. Additionally, support and bolster feeder programs that develop future employees, i.e.; Explorer Program, Cadet Program, Reserve Program, Auxiliary Program, volunteer program, and intern program. Agencies and should reflect demographics of the community it serves.

5. **SUPPORT GPD GRANT INITIATIVES TO POSITIVELY AFFECT RACIAL AND ETHNIC DISPARITIES (RED):**

- GPD Is currently part of an active Capstone project through Georgetown University that certified several community members in R.E.D.. Georgetown provides technical and academic support to our communities RED efforts.
- GPD continues to look for Grants and training opportunities regarding enhanced RED related policing strategies.
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6. **ASSESSMENT:**

- Command Staff meets on a regular basis to discuss the effectiveness of our efforts at all levels and categories.
- Chief Jones is in the process of reorganizing GPD to make the department more efficient and effective as well as to improve the diversity at all levels, positions, and rank.
- The new Police Planner will constantly evaluate the deployment of police sworn and civilian staff and ensure equity and transparency in our efforts and deployment. These responses will be measure by quality assessments to include public surveys and Community dialogues.

7. **ADDITIONAL TOPICS:**

- DEMILITARIZATION – SWAT deployment – recommend yearly report/audit
- CITIZEN REVIEW BOARD
- USE OF FORCE – make available to public (post of website), look at de-escalation
- INDEPENDENT INVESTIGATIONS – Currently MOU with FDLE
- INDEPENDENT PROSECTORS – refer to SA Bill Cervone