



## Mayor's Community Response Council

# 9 Recommendations

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# Recommendation # 1

**1. Use of Force – Policies must restrict use of force and emphasize de-escalation. Written policies concerning use of force should be available to the public in multiple media formats.**

## Response #1:

- Our training division over the past several years has focused on the de-escalation of incidents. We have been training Officers to communicate better with those in crisis.
- Many of our Officers have attended Crisis Intervention Training (CIT) which focuses on communication with those in an erratic state caused by mental health issues, life problems, and emotional issues.
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## **Response #1: Continued**

- Our use of force policy is a public record and available per request through our records division. We are looking into providing the policies in other formats at this time.
- We are currently reviewing our policies to include de-escalation efforts, communication (verbal Judo), and Procedural Justice principles, to include policy when confronted with resistance, and to ensure that a fair and measured police action is delivered clearly, fairly, impartially, and consistent the resistance known at the time.

# Recommendation #2

**2. Independent Investigations – Require independent investigations by an outside agency involved in all cases where police kill or seriously injure civilian(s).**

## Response #2:

- We committed to having FDLE investigate Officer involved shootings at GPD.
- We have signed an MOU with FDLE to provide a thorough and transparent Investigations of GPD's Officer involved shootings.

# Recommendation # 3

**3. Independent Prosecutors – An independent prosecutor’s office be required and authorized to prosecute all cases where police kill or seriously injure civilian(s) and in cases of in-custody deaths.**

## Response #3:

- Currently, all Officer involved shooting cases are heard in front of a grand jury where a fatality is involved. A group of citizens decides whether a case goes to trial or not.
- The State Attorney's Office does not make that determination. Another option on cases would be to request assistance from the Attorney General's Office.
- GPD would be available for discussions but ultimately the decision would involve other entities such as the Governor, Attorney General, and our State Attorney.



## Recommendation # 4

**4. Transparency** – Make all department policies available for public review. Require law enforcement officers to distribute business cards containing their name, rank, Commander, and contact information that would enable individuals to offer suggestions, make commendations, or to file complaints with the appropriate individual, office or board. Ensure that the City funds the use of body-worn cameras with the understanding that written policies must be in place.

## Response # 4:

- Our policies are public records and available per request through our records division. We are looking into providing the policies in other formats at this time.
- All of our officers have access to business cards, we give them out regularly. We will look at the prospect of every officer giving a card at each call for service.
- Through-out the Country, every agency is looking into body worn cameras. We are looking at the budgetary impact of these cameras and the need for additional personnel to provide public records requests. Currently, we are putting cameras in all new cars which are being put into service.

# Recommendation # 5

**5. Demilitarization** – Establish local restrictions to limit the police department from purchasing or using military weaponry and to use the SWAT team only in cases of emergency. Educate the community on how and when the SWAT team and military equipment is used to help them gain a better understanding.

## **Response # 5:**

- The Police Department has only purchased items from the military which would normally be purchased, but at a higher price.
- In order to save funds, we utilized the program in order to keep our budget low and adequately equip the officers.
- With this recommendation, we will scrutinize our future purchases. Educating the community about our services is a priority. The Crime Prevention Unit will continue to visit communities and provide information about our department and specialty units.

# Recommendation # 6

**6. Department Diversification** – Ensure the police department reflect and be responsive to the cultural, racial sexual and gender diversity of the community.

## Response # 6:

- The Office Of Equal Opportunity has focused on bringing diversity to the city staff including GPD. The numbers of minority employees has increased over the last 5 years because of this focus.
- Four years prior to 2012– 21% of those hired were African American. In 2012 -29% hired – African American (General Government Employees).
- GPD held a hiring process in Tallahassee, which is the first time we held a process outside of Gainesville.
- We will begin community conversations on how to recruit individuals in our community to bring diversity to GPD.

# Recommendation #7

**7. Implicit Bias Training** – Ensure the City allocate appropriate funding for a comprehensive officer development training program to keep all officers aware of bias and cultural diversity.

## Response # 7:

- In September 2015, Our Department has begun training for Implicit Bias beginning with all of our Supervisory staff (Sgt's and above). Renowned researcher and professor, Dr. Lori Fridell (USF) came to the department to give training to our staff. We will continue to look at those training opportunities for the rest of the staff.
- In November of 2015, I arranged for the DOJ's C.O.P.S. program to provide Procedural Justice Training to our Supervisors, both civilian and sworn.

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## Response # 7:

- In 2016, the Gainesville Police Department will launch a department-wide initiative to train ALL Sworn Personnel in Procedural Justice (which includes many of the pillars of Fair and Impartial Policing and Implicit Bias).
- The training will also focus on the treatment and services of citizens but also the treatment of other employees within the Gainesville Police Department agency.
- Implicit Bias, Procedural Justice, and Fair and Impartial Policing will be embedded and indoctrinated in GPD's policies & culture.

## Recommendation # 8

**8. Community Trust Survey** – Require a periodic (2–3 years) survey to be fielded to the community to gauge their experiences with and perceptions of the police. Use the survey responses to inform law enforcement and the community.

## Response # 8:

- In December, GPD mailed 1000 random surveys to the community. We also sent out an electronic survey. The survey was created by the Mayor's Community Response Council.
- The survey was created to ask citizens their perception of trust between the police and the community.
- This was created to get an opinion from the citizens and to help focus the council's mission on enhancing trust between the police and community.

# Recommendation # 9

**9. Citizen Review Board** – Ensure the City create an independent Citizen’s Review Board, appointed by the City Commission, to ensure adherence to policies, a voice for the community in response to citizen’s concerns, and a review of major incidents within law enforcement.

## Response # 9:

- The Police Advisory Council (PAC) currently serves as a resource for the community to come and voice concerns about GPD.
- Their mission encompasses several of the goals of a citizen review board. Their mission will continue to evolve to address the concerns brought by the council.

# Summary

Questions ?