

POLICE COMMUNITY COMMITTEE

GPD'S UPDATED RESPONSE TO  
RECOMMENDATIONS

Recommendation #1

**We seek to increase the diversity of GPD and to improve the job satisfaction of its employees. Diversity in GPD should reflect the Gainesville area population profile, with emphasis on race and gender among the sworn and non-sworn personnel. The Committee recommends consideration of hiring an outside diversity issues consultant to review the specific situation at GPD and to develop a long-term plan for continuing diversity enhancement.**

**Recruitment:**

To achieve more diversity, GPD and the City should consider multiple strategies over a period of time to *recruit, retain and train* qualified personnel.

- Offer an improved benefits and salary package that will attract candidates to the force and will encourage retention of valuable experienced personnel.

**UPDATED RESPONSE:**

Changes to the entry level salary matrix have been made to allow applicants with dual law enforcement/corrections Florida certification and/or years of law enforcement experience in states other than Florida to start at a higher salary. A higher starting salary for very qualified applicants enables GPD to be more competitive in attracting and retaining police personnel.

Sergeant Wayne Ash, Recruitment continues to work on a proposal for an affordable inter-departmental incentive reward system. The reward system is designed to encourage all members to be involved in the referral of qualified applicants to any police department vacancy, but in particular, police officer. The Department recognizes the valuable recruitment resource available through its employees. In part, the cost of the incentive program can be covered by savings in recruitment expenses such as minimally productive out-of-town recruitment trips.

- Encourage early interest in law enforcement careers through re-invigorated youth programs such as Explorers and Cadets, which may need innovative recruitment strategies of their own, including financial incentives, such as benefits and salary packages for Cadets that will allow them livable wages while attending school.

**UPDATED RESPONSE:**

The GPD Personnel Unit, in coordination with Human Resources staff, including Tom Motes, Rick Zumwalde and Lynn McClary are in the process of developing a salary scale for part-time employees who do not have benefits or annual increases in pay. The proposed pay scale is a

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means of advancing the pay of temporary employees whose employment is expected to extend beyond 12 months, such as Police Cadets and School Crossing Guards.

- **Shorten the recruitment timeframe by streamlining background checks, which may require the allocation of additional resources to that function, including civilian staff.**

**UPDATED RESPONSE:**

Changes to the hiring process and background investigation process intended to reduce the timeframe from application to conditional job offer were implemented in the October 1999 process. Conditional job offers made subsequent to a preliminary background investigation have significantly shortened the period between receipt of the application and the job offer. The final investigation is completed subsequent to the conditional job offer, thus ensuring the integrity of the background review. Fifteen highly qualified officers have been hired using this process. Over the last several months we have had considerable success in hiring minority and other protected class employees. (See Attachment #1)

- **Re-examine the function, use and number of non-sworn personnel with the goal of putting sworn personnel in roles for which they are uniquely trained and hiring civilian personnel for functions that do not require such training.**

**UPDATED RESPONSE:**

As we had indicated in our first response the department is moving through a complete restructuring. During this process, two focus groups were established consisting of an employee and a management group with representatives from each area of the department, where each position within the agency was examined. This process included a determination of where such positions fit best within the structure and if sworn personnel are necessary to fulfill the function. We are nearing completion of the reorganization process that additionally includes the creation of a two district plan, with designated zones. I anticipate the finalization of the new structure to be complete no later than August 2000. Although districting and the concept of citywide community oriented policing does not in and of itself require more personnel, this exercise is consistent with our original response that, if we are to make a determined effort at moving most of the sworn positions back to line functions, it will be necessary to provide the non-sworn resources necessary to provide these critical functions or the same cycle will continue. The upcoming budget process will determine the impact of our available resources, both sworn and non-sworn.

- **Upgrade the technology support available to facilitate communications and document preparation as well as analysis, to make each officer more efficient (laptops, cell phones, pagers, etc.).**

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**UPDATED RESPONSE:**

The City Commission approved our funding request from Federal Law Enforcement Contraband Forfeiture Trust Funds for the purchase of technology projects that included Crime Mapping and Video Equipment (See Attachment #2) on May 8, 2000. With this approval, the department will begin renovation of the Communications Center area being vacated in October 2000 to set up the Crime Mapping (Comstat or similar –type tracking program) and immediate purchasing of the video equipment. We believe that providing the technological support management and officers require is a priority area. Available personnel can be utilized more efficiently and management is better prepared in the decision making process when the use of technological innovations is maximized.

Funding for laptop computers is still being pursued through available grants, working with the City's lobbyist, and is supported by the city as one of their top priorities.

As previously stated, as we expand our community policing efforts and zone officers become more familiar with the citizens in their area, many departments have found it effective to equip such officers with cell phones and allow members of the public to contact them directly through cellular phones or pagers. We will continue to pursue this within the restructuring process and during budget meetings.

**Training:**

**Training is regarded as an essential strategy in both recruitment and retention. We recommend the following:**

- **Offer sufficient training to all officers that would enable each to improve qualifications, effectiveness, promotability, and job satisfaction.**
- **Offer training to all personnel, including Patrol**
- **Offer on-going, quality diversity training (homegrown, utilizing UF, SFCC), tailored to the unique needs of our area.**

**UPDATED RESPONSE:**

The first meeting of the enhanced training committee met on March 28, 2000. The committee is comprised of representatives from several areas of the agency, including non-sworn. Discussion focused on the current state of training as well as long and short term training issues. The use of short-blocked, roll-call type training sessions was seen as a way of providing more frequent training in an environment of multiple shift reporting times. Another consensus of the group was to focus on communications training and the Training Unit is currently researching programs such as the "Verbal Judo" program that instructs officers on use of verbal skills and tactics. The Training Committee will continue to meet quarterly.

With regard to diversity training, contact was made with Jack Battenfield of the University of Florida for a potential instructor and curricula as well as with two outside vendors who specialize

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in the field of diversity. At present, we have scheduled training with the City on Affirmative Action, Affirmative Action Workgroups for Managers, and mandatory citywide diversity training throughout the summer. Managers have completed diversity training from the City and the month of May is consumed by the "Introduction to Community Policing" for all police employees hosted by the Florida Regional Community Policing Institute. Plans have been set for the next two rounds of COPS training; "Bridging the Gap: Police-Community Partnerships" and "Problem Solving for the Community Policing Officer and Citizen". These courses, along with mandatory retraining required for police re-certification will consume all available training time through the early fall. The overall on-going training is threaded with several central themes including customer communication, ethics, community collaboration and diversity as we change the organization from traditional models to district and community policing.

## Recommendation #2

**We endorse community policing as a desirable law enforcement philosophy and recommend the entire department adopt the community policing approach.**

### UPDATED RESPONSE:

During the month of May, every member of the Gainesville Police Department will attend an 8-hour in-service training conducted by the Florida Regional Community Policing Institute at St. Petersburg Junior College. The Institute is a grant-funded center and provides the training at no cost to the department. This full day workshop is giving employees a better understanding of the new direction GPD will be taking during the coming months. It provides an understanding of the history and development of community policing, the fundamental elements of the community policing philosophy and an understanding of the importance of engaging community residents in collaborative partnerships for identifying and resolving community problems.

We are negotiating with RCPI to provide the second session of training, which will be for sworn operational personnel, as well as citizens. This session will be a 16-hour course designed to introduce officers to problem solving, community engagement, and community diversity. During this session citizens will join the officers for one of the two days to discuss activating the community and identifying issues and solutions to community problems. We anticipate this training occurring during June, July and August.

On April 17<sup>th</sup> I announced my plans to divide the city into two districts, each with its own Commander, officers, detectives, crime prevention experts, traffic officers and other specialized units. Captain Tony Jones and Lieutenant Richard Hanna were appointed as the two District Commanders who will command these two districts of the city. These assignments are temporary, the length of which will be determined by the Chief of Police. Whatever additional authority or responsibility may be vested in the assignment by the Chief and will remain with the assignment and not with any specific individual who may enter or leave the assignment. District Commanders will serve as leaders and mentor to personnel under their command, and work closely with managers, supervisors and line personnel to develop and complement plans designed to prevent crime and improve quality of life issues in their areas. They will also work closely with other District and Division commanders to coordinate these efforts. District Commanders will receive some additional compensation for these duties.

It is my belief that district policing will further broaden our citywide community policing philosophy. Department employee and management groups were established to give recommendations on districts and zones within the districts. Finalization of these are expected shortly, with implementation of the full districting plan set by August. The goal of district policing is to give officers an assigned area of responsibility – a permanent zone that will allow the officers' buy-in of that geographical area. The officers will be expected to get to know their neighborhood, their concerns, their needs and their willingness to work in collaboration with

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GPD to help solve their problems. Officers will be empowered to identify those needs and to offer their solutions, requesting necessary resources through their district commanders. Citizens can expect to see their zone officers on a regular basis so that when they have problems they know who to ask for without having to explain their problems to a different officer each time a call comes in. District Commanders will have flexibility to assign hours to best meet these needs. Additionally, District Commanders will be available 24/7 and will be held accountable for their area of the city, responding to the Chief when crime patterns, neighborhood issues are identified.

- **Create a Police Chief Advisory Council (diverse by race, age, business, education, area, and religion) to provide a forum for discussion of police and community issues.**

**UPDATED RESPONSE:**

With the appointment of District Commanders, each commander will establish District Councils comprised of neighborhood, business, government, ministry, youth and other interested community members to serve as advisors to these District Commanders. We anticipate the councils to meet regularly in working in partnership to identify community problems and work toward resolving them with GPD. They will participate in community and police activities in a collaborative partnership with us.

- **Encourage neighborhood groups to support and participate in efforts to provide community-policing activities.**

**UPDATED RESPONSE:**

One of the core elements of a full service community-policing program is the partnership with neighborhood groups. As we move forward with our programs, we will meet with each and every active neighborhood association on a frequent basis to share with them our progress and seek input into our activities. In areas without active neighborhood associations, we will work with residents in the area to encourage such activities. Zone officers, supervisors and management will attend association meetings and will work with the groups to plan operations to relieve the particular problems in each area. Within a city, each neighborhood has different priorities and this method is the only effective way of dealing successfully with the myriad of issues. We will also work closely with crime watch associations within these neighborhoods in the same pursuit.

All of these will be done in tandem with the aforementioned District Councils.

- **Re-activate Citizens on Patrol (part of Community Policing).**

**UPDATED RESPONSE:**

The course curriculum has been completed (see Attachment #3). The first Citizens Police Academy will start on June 20, 2000. The Citizens Police Academy will offer training for Citizens on Patrol participants, as well as, offering other citizens of Gainesville an opportunity to

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become more acquainted with the activities of its Police Department. As designed, members of various divisions in the department will teach a block of instruction to the citizens on such topics as District Policing, 911 System, Criminal Investigations, Narcotics, Crime Prevention, etc. A new academy will be offered every twelve weeks.

- **Consider the placement of Substations (storefront and satellite offices) in troubled neighborhoods.**

**UPDATED RESPONSE:**

No current updates.

The Police Department already has a number of storefront/satellite offices throughout the city. These are staffed on a partial basis as workload and circumstances allow. We will examine the possibility of adding new offices or increasing staffing at the present ones as we go through the restructuring process. The maintenance of substations which are staffed at all times is labor intensive, however, we will look into this as well.

- **Plan an annual or bi-annual day-long training opportunity between officers and citizens, to promote better understanding of community policing.**

**UPDATED RESPONSE:**

We agree with this proposal and will begin the planning process as we progress within the community-policing program. A fundamental part of the formal training process for police officers in community policing includes training for citizens. This process can evolve into our first joint police/citizen-training program, which was referred to above in the training section and anticipated to take place in July/august 2000.

- **Continue and increase outreach to youth groups (School Resource Officers, Outlet Teen Council, Reichert House and community-based organizations etc.).**

**UPDATED RESPONSE:**

The School Resource Officer Program is being expanded with the assistance of a Federal COPS in School's Grant. We have been awarded funds to pay for three officers, to be assigned within the city limits.

The Outlet Program is being restructured and will still have the three essential prongs of Leadership, Community Service and Positive Social Interaction. The proposed program will focus on a more neighborhood-based concept than school. A pilot community has been identified to begin this process in June 2000.

The Reichert House has approximately forty youths in the program. The current structure cannot accommodate the entire contingency of youth. The staff have made arrangements with Alachua County School Board to use a classroom in the afternoon at the New Pathways and Horizon

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Center. This is a temporary measure until we identify funds for a long-term strategy for physical space for the program. Additionally, the program has expended its resource base to include Meridian Behavioral Health Care services' Star Alliance, which is a subsidiary of the Alachua/Bradford Work Force Development Board. The Reichert House Program also established a liaison with GRU to provide ongoing tours of their operations. Our ability to expand the Reichert House program is limited due to current shortage of staff.

Staff is in the process of developing a Youth Academy. This will be incorporated through the Teen Outlet Program. The Police Explorers are presently being instructed in community oriented problem solving, through a mini community-policing academy. The youth in the program have been working with the Black on Black Crime Task Force in problem solving exercises. It is the department's goal to have mini police academies established for youth by Fall 2000. We will involve youth in the development of the curriculum for the program.

- **Establish a "community improvement" Task Force for reviewing city resources for abandoned buildings, upgrading ordinances, other code enforcement issues that affect criminal activity and neighborhood cohesiveness.**

**UPDATED RESPONSE:**

We agree with this recommendation, however, I continue to believe that this should be a citywide effort and not necessarily a police directed one. The Police Department should and will take an active part in this process along with other appropriate city and community groups. We will work with the City Manager to coordinate such a meeting, anticipating the involvement of Code Enforcement, Community Development, Planning, City Attorney, Public Works and Traffic Engineering, and perhaps selected participants from each District Councils' Advisory Board as previously referred to.

- **Increase personnel to have COP community wide.**

**UPDATED RESPONSE:**

As noted in our earlier response, we have begun the process of implementing the principles of Community Policing on a citywide basis in the upcoming year, in part through assigned district and zone configurations. It is not necessarily true that implementation of Community Policing requires a large infusion of additional personnel. However, we will continue to examine our resources in our beginning phases of districting to ensure the resources we do assign are adequate to meet the needs of the community, while also allowing our officers essential time to interact daily with citizens in their assigned permanent zones.

- **Educate community (marketing and meetings) on opportunities and responsibilities of community policing.**

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**UPDATED RESPONSE:**

Community Policing training will be offered for citizens in July/August this year. Officers will invite at least one community member each to attend the COP training as mentioned above. The Citizens Police Academy, as previously mentioned, will begin its first session in June and will continue to be offered every 12 weeks

A NCW Chair meeting was held in March and the concept of the new districting and community-policing plan was discussed. Under the districting plan, District Commanders, supervisors and officers will be assigned to specific areas of responsibility within a designated zone. They will be responsible for establishing relationships with all their neighborhoods giving them an opportunity to educate and promote the department while also receiving citizen input into their areas of concern.

In addition we will take every opportunity to market these concepts through the media, inviting them to the community training sessions, citizens police academy and other means. With the City Commission's approval of video equipment, we intend to use this for citizen group presentations and educational training.

- **Officers should be given current and ongoing training in Community Oriented Policing.**

**UPDATED RESPONSE:**

Ongoing. See our aforementioned response under *Training*.

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**Recommendation #3**

**We encourage GPD efforts to improve community relations through a planned, systematic approach, creating better communications and mutual understanding.**

- **Create a proactive public information plan through the Public Information officer (see also COPS).**

**UPDATED RESPONSE:**

Staff is working with UF and the internship program is scheduled to begin during summer session 2000. We anticipate utilizing the intern assisting in creation of a department annual report (projected report date of December 2000).

Once the new district plan is complete, a designated member will be selected from each district/zone to work with the PIO to feature positive accomplishments from all areas of the agency.

We are currently working with Cox Cable on the creation of public service announcements, PSA's, where police K-9 officers will deliver PSA messages on the Cox public channel, scheduled to begin running in late summer 2000. Cox is donating the airtime.

The PIO and Crime Prevention Specialist are currently hosting a weekly radio show on the SKY 97.3 station.

- **Provide improved Internal Recognition.**

**UPDATED RESPONSE:**

A Department Awards Ceremony was held on February 29, 2000 to provide more frequent and timely recognition of employees. In addition, Cpt. Sadie Darnell was selected as Law Enforcement Officer of the Year by Governor Bush, Cpt. Jones was selected and received the Gainesville Sun's Community Service Award and Cpt. Mitchell received the Scout Award of Distinguished Commissioner. Five employees of the department were also recently recognized as our "Department Employees of the Year" at a City Employee Rally. The Rotary Club sponsors an Officer of the Month Award. We are also highlighting civilians of the month at our Command Staff Meetings. Finally, our PIO will work to highlight not only department accomplishments but also those of individual members of the agency through various forms of media on a regular basis.

We will continue to have the employee awards committee research this issue and make recommendations for other means to improve our internal recognition process.

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- **Create public awareness of positive achievements, extraordinary efforts and activities conducted by GPD personnel that benefit the community (good opportunity to utilize UF students).**

**UPDATED RESPONSE:**

The video proposal previously mentioned will be an integral part of this process.

- **Partner with schools in efforts to improve youth recreation opportunities (PAL program).**

**UPDATED RESPONSE:**

At the present time, we do not have the staff to manage a fully functional Police Athletic League. However, we have begun to incorporate sports into the Reichert House program, having participated in two basketball tournaments since January. The plan is to increase their participation in other existing programs working in partnership with the City's Parks and Recreation Department and the Boys and Girls Clubs of Alachua County.

- **Partner with business regarding area crime statistics (better education regarding crime statistics and reports).**

**UPDATED RESPONSE:**

I have been appointed to serve on the Gainesville Chamber of Commerce Alliance for Economic Development Board of Governors. I will invite members of this board to participate in our Compstat process to view calls for service, observe crime tracking and hot spot areas. Additionally, District Commanders will be expected to include business partners as part of their District Council Advisory Boards.

- **Create and maintain a GPD website.**

**UPDATED RESPONSE:**

The department has completed their GPD website. This interactive website can be accessed at [www.gainesvillepd.org](http://www.gainesvillepd.org) GPD is currently working on linking their website to the City's web page.

### Recommendation #4

**We support the GPD in its effort to enforce our laws and to secure the public safety or our community and its citizens, and we encourage efforts to improve public understanding of the practices involved in law enforcement.**

#### RESPONSE:

The Gainesville Police Department appreciates the committee's support and will make every effort to improve public understanding of our practices. Some of these steps are included in the responses listed below.

- **Plan an annual Drug and Alcohol Summit, including all segments of the community, to develop a cooperative plan of action for combating those issues in our community.**

#### RESPONSE:

We support this recommendation and as members of the Corner Drug Store Board of Directors, Cpt. Jones and Lt. Book have begun initial discussions of utilizing CDS coalition grant funds. The CDS has a Partners in the Prevention of Substance Abuse (PIPSA) program that GPD will work with to establish such a summit. Additionally, the Black on Black Crime Task Force and GPD has provided four to five months of education and prevention seminars since January of this year. I would still like to stress that this is a multi-disciplinary issue which will require participation from many sources if it is to be successful.

- **Provide education on law enforcement practices-"Why we do what we do" and "How we do what we do"-and seek public input.**

#### RESPONSE:

We will use every avenue already described to share our issues and seek input from the public. Several specific means, which will be useful, include:

- 1) Citizen and Youth Police Academies in which every area of the police department is examined in depth and the public is encouraged to offer input.
- 2) Representation by the public at crime mapping and tracking strategy sessions (previously mentioned) in which we discuss strategy to deal with specific problems.
- 3) Our interactive Website which provides the public an opportunity to respond to specific programs and issues.
- 4) Appointment of the District Council Advisory Boards.

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- 5) Homeowners and Crime Watch meetings.
- 6) Aggressive media campaign.
  
- **Conduct focus groups on perceptions regarding local law enforcement practices and use this information to improve standards of performance, if necessary.**

**UPDATED RESPONSE:**

We agree with this recommendation and feel that all of the responses previously mentioned will accomplish this purpose.

- **Establish and regularly update and monitor diversity goals for all divisions of the department.**

**UPDATED RESPONSE:**

This continues to be accomplished through several required reports and workplans including, annual evaluation and amendment of the DOJ Affirmative Action Plan, compliance with the EEO and Affirmative Action Guidelines of the City of Gainesville, and submission of individual AA workplans by the department and each of the bureau managers within the department.

- **Assure that the process of Internal Affairs is fair, affords officers due process and assures all citizens that their complaints and concerns will be addressed appropriately and in a timely and respectful manner.**

**UPDATED RESPONSE:**

We have begun researching other well-respected internal affairs divisions around the state to determine what areas we might make improvements in for all parties involved. We recognize this to be a long term process in that through our newly established Advisory Councils and Citizens Academies we can also obtain citizen input into areas they recommend for review consideration. We do expect to make substantive and improved changes to the process during our reorganization.

- **Provide an effective way to notify citizens of the outcome of the Internal Affairs process, including written notification of their rights or further remedies.**

**UPDATED RESPONSE:**

None, as this was completed during the first update to the Commission.

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As a result of the earlier PCC suggestions, the department notifies citizens in a timely manner by use of certified mail. The citizen is advised that the complaint is being investigated and again by certified mail of the result of the investigation. The contact number for the investigation office is included in the response. We will continue to make every effort to provide these in a comprehensive and timely manner.

**CONCLUSION:**

The Gainesville Police department has made great effort to fulfill these responses listed, as well as other suggestions and ideas. We feel the reorganization, restructuring, assignment of districts and zones and implementation of department-wide community oriented policing will head this agency into the most effective and community responsive police department in the nation. As earlier mentioned this process is a long-term effort and education process to both the department and citizens and care should be taken to obtain the necessary feedback in order to ensure it's future successes. We will continue to keep the community updated on our department progress as well as ensuring their involvement in training, education and presentations involving our partnership.

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Prepared by:  
Chief Norman B. Botsford

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Submitted by:  
City Manager Wayne Bowers

NBB/WB/mrh

# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Chief Norman B. Botsford

**Date:** May 10, 2000

**From:** Lt. Sherry A. Scott   
Administrative Services Division

**Subject:** Hiring Data

Changes to the hiring process designed to reduce the time between the testing process and conditional job offer of applicants were implemented during the October testing process for police officers.

The following chart represents the demographics for Certified and Non-Certified Police Officers hired during the five month period between 12/20/99-05/02/00. Of the fifteen officers hired, 60% are minority and female applicants.

MALE					FEMALE					TOTAL
W	B	H	A	I	W	B	H	A	I	
6	4		1		2	2				15

..Title

#991330 Gainesville Police Department Technology Project (B)

..Explanation

The Gainesville Police Department, with strengths in many areas, also is an agency significantly lacking in the area of technology. In order to adequately respond to the needs of the community and to be able to gain much needed ground in the growing law enforcement technology field, improvements are needed in the acquisition, management, dissemination and utilization of information.

Funding is requested to move forward on the following technology related projects:

1. Equipment and related costs, which will facilitate sophisticated Crime Mapping, improve automated Statistical Analysis, enhance Crime Analysis and Crime Prevention Design and enable management to monitor its progress on a real-time basis.
2. Equipment and related technological costs which will facilitate our ability to use video equipment for community education, officer training, community presentations, courtroom testimony and a myriad of other uses related to community interaction and training.

These projects will improve our ability to assess the crime and quality of life issues in Gainesville and to provide the best possible response to citizen concerns within the community. They will also bring us close to the technology standards that many professional police departments already possess. Perhaps most significantly it will allow the Gainesville Police Department to offer the citizens of this community an improved level of service, particularly in the areas of crime prevention and police-citizen interaction – two of this agency's top priorities.

Police will be able to coordinate their activities with neighborhoods and business areas more efficiently and actually involve these groups with interactive crime and training sessions. These requests will allow us to use our resources more efficiently and achieve many goals we could not obtain otherwise without significant increases in manpower, at a much higher cost.

..Fiscal Note

Funding for this \$180,000 expenditure is available in the Federal Law Enforcement Contraband Forfeiture Trust Fund, as allowable under Federal 21 U.S.C. § 881, found in the U.S. Department of Justice, "A Guide to Equitable Sharing of Federally Forfeited Property for State and Local Law Enforcement Agencies". Technological enhancements are one of the areas which are most appropriate under this Act.

The balance in the Federal Law Enforcement Contraband Forfeiture Trust Fund is \$487,014.01.

..Recommendation

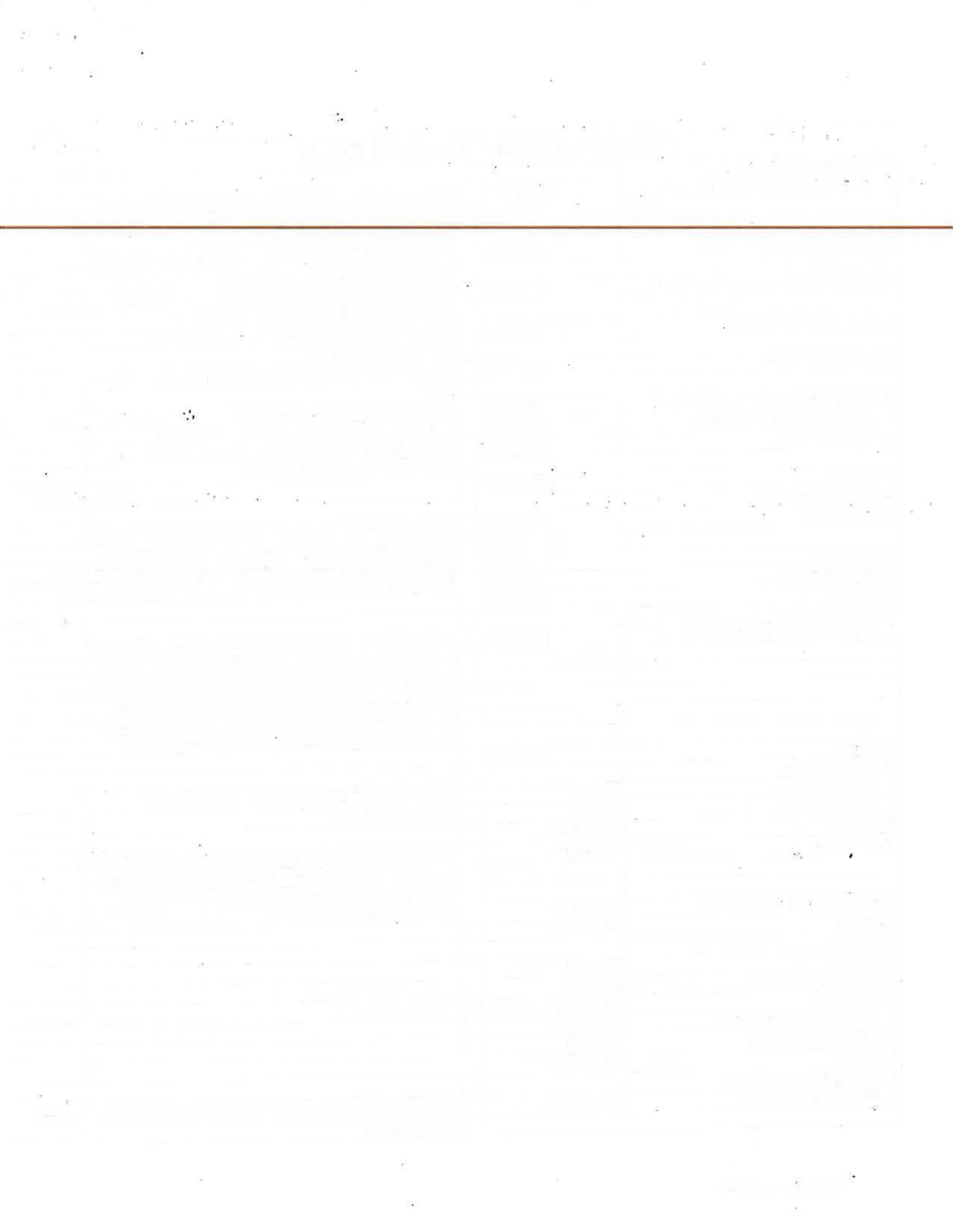
The City Commission authorize the Gainesville Police Department to appropriate and expend an amount not to exceed \$180,000 from the Federal Law Enforcement Contraband Forfeiture Trust Fund for the purchase of technology related projects as detailed in the explanation.

## Gainesville Police Department Technology Project

Expenditure Category	Budgeted Amount	Purpose
Video/Audio Equipment	\$100,890.00	Camera, Projectors, other Electronic Equipment
Operating Expenses	\$28,000.00	Furniture, Materials & Supplies, Tapes, Disks, Cables, etc.
Building Renovations	\$17,500.00	Wall(s), Electric, Carpeting, etc.
Computer Equipment	\$17,600.00	Computers, Printers, Scanners, Software, etc.
Installation and Training	\$15,500.00	Installation of Equipment and Training on systems/software
<b>Total</b>	<b>\$179,490.00</b>	

**COMPSTAT ROOM**  
**STATEMENT OF PROJECTED PROGRAM EXPENDITURES**

EXPENDITURE CATEGORY	Budgeted Amount	#	PURPOSE:
<b>A. Pricing Summary</b>			
1. Contractual Services	\$5,000.00		
2. Installation and Training	\$8,500.00		
3. Video	\$37,000.00		
4. Audio	\$3,000.00		
5. Control Panel	\$6,000.00		
6. Miscellaneous	\$1,000.00		
7. Furniture	\$5,700.00		
8. Building Rennovations	\$15,000.00		
9. Computer Equipment	\$13,100.00		
10. Supplies	\$2,500.00		
<b>Total</b>	<b>\$96,800.00</b>		



## CompStat Room Itemized Costs

<b>Video Data Projection</b>		
1. Video/Computer Data Projector	\$18,000.00	NEC 9PG Extra Video/Computer Data Projector w/ Capabilities of Displaying Resolutions up to 1600x1200
2. Multiple Source Switcher	\$4,000.00	Lines in RGB/1000 TV Lines NEC 6010KIT Modular Input Multiple Source Switcher
3. Universal Computer Interface	\$1,500.00	w/ 4-Computer and 4 Video Inputs EXTRON RGB202 Universal Computer Interface
4. Rear Projection Screen	\$1,300.00	with IBM, Mac & Workstation Cable Kits Draper "Cinescreen" Rear Projection Screen -
5. Glassless Mirror	\$3,500.00	HC Surface 60" x 80" Draper - "Mirrorlite" Rear Projection Glassless Mirror -
6. Sharp XA520 1/2" 4-Head VCR	\$500.00	5'x7'
7. Video Document Camera	\$4,500.00	Sharp XA520 1/2" 4-Head VCR
8. Writing Tablet	\$3,700.00	ELMO EV500AF Video Document Camera
		POINTMAKER Writing Tablet for Annotation over Video and Computer Sources
<b>Subtotal</b>	<b>\$37,000.00</b>	
<b>Audio Equipment</b>		
1. Mixer/Amp	\$1,100.00	TOA A906MK2 60 watt Mixer/Amp with Input Modules
2. Speakers	\$1,400.00	for Line Level Audio Sources (i.e., VCR, Cassette)
3. Microphones	\$500.00	BOSE Ceiling Speakers/Ceiling Mount w/ Extension Tube
<b>Subtotal</b>	<b>\$3,000.00</b>	Podium and Table Microphones
<b>Remote Control</b>		
1. Handheld Remote Control	\$6,000.00	Handheld Remote Control with Hardware to Control the following: OVERALL SYSTEM POWER- Power On/Off; VIDEO PROJECTOR- Power On/Off, Video/
		Data Source Select; VCR- Play/Stop/Pause/Rew/
		Fst Fwd; VOLUME- Raise/Lower; SCREEN- Raise/
		Lower; SLIDES-On-Off/Forward/Reverse/Focus
<b>Subtotal</b>	<b>\$6,000.00</b>	
<b>Miscellaneous</b>		
1. Slide Projector	\$900.00	KODAK 3AMT Slide Projector w/ Zoom Lens
2. Laser Pointer	\$100.00	CAV Laser Pointer
<b>Subtotal</b>	<b>\$1,000.00</b>	
<b>Installation</b>	<b>\$7,500.00</b>	Video Proj., Remote Control, Mirror w/ custom framing, rear glass, audio system, programming, wall plates, video connections, misc. equipment and cabling, documentation and training.
<b>Misc Hardware and Cables</b>	<b>\$1,000.00</b>	
<b>Subtotal</b>	<b>\$8,500.00</b>	
<b>Furniture</b>		
1. Podium	\$300.00	
2. Conference Table	\$600.00	
3. 25 Chairs	\$2,500.00	
4. Computer Work Station	\$1,500.00	
5. 2 Computer Chairs	\$800.00	
<b>Subtotal</b>	<b>\$5,700.00</b>	
<b>Building Rennovations</b>		
1. Room Rennovations	\$15,000.00	Carpeting, Wall Carpeting, Wiring, Wall for Screen Mounting, etc.

Subtotal	\$15,000.00		
<b>Computer Equipment</b>			
1. Desktop Computer	\$5,500.00	System Desktop Computer	
2. Laptop Computer	\$3,000.00	System Laptop Synchronized Computer	
3. Printer	\$600.00	Computer Printer	
4. Software	\$4,000.00	ArcView GIS, System Software, etc.	
Subtotal	\$13,100.00		
Supplies/Materials	\$2,500.00	Computer Disks, Paper, Print Supplies, Video Tapes, etc	
Subtotal	\$2,500.00		

**VIDEO EQUIPMENT**  
**STATEMENT OF PROJECTED PROGRAM EXPENDITURES**

EXPENDITURE CATEGORY	Budgeted Amount	# PURPOSE:
A. Pricing Summary		
1. Contractual Services	\$6,500.00	Intern, Professional Assistance
2. Video Editing Equipment	\$42,990.00	
3. Camera	\$11,900.00	
4. Furniture	\$2,300.00	
5. Building Renovations	\$2,500.00	
6. Computer Equipment	\$4,500.00	
7. Supplies/Materials	\$5,000.00	
8. Training	\$7,000.00	
<b>Total</b>	<b>\$82,690.00</b>	

## Video Editing Itemized Costs

Integrated Media Workstation		
1. Media 100xs workstation	\$18,000.00	Media 100 XS editing software
		Media 100 Vincent 601 audio/video breakout box
		Media 100 video installation kit and cables set
		Media 100 audio installation kit and cables
		Media 100 audio/video distribution amplifier
		Disk diagnostic and maintenance utility
		UPS AC Power protection and backup system
		Macintosh OS workstation 9600/300
		192MB total Ram
		Media 100 dual video hardware interface
		Internal Jazz drive
		Graphics Card for Second Monitor
		USB to serial converter
2. Apple Extended Keyboard	\$200.00	
2. Media 100 Warranty	\$3,000.00	Platinum Plus Protection includes: 7x24 tech support,
		software updates, advanced exchange, extended warranty
3. PowerMac	\$3,700.00	PowerMac G4/400 w/128MB RAM, DVD, 20GB ATA
		system Disk, Zip Drive, 56K modem, USB ports
		Additional 128MB RAM to provide 256MB Total
4. 2-Computer Monitors	\$1,000.00	17" Trinitron Multiscan Computer Monitors
5. PCI Expansion Chasis	\$1,100.00	(7 slot tower). Required for Dual Monitor Operation
6. UltraSCSI Disk Array	\$5,000.00	36GB (2x18), 10,000 RMS, LVD/UltraSCSI Disk Array
		in a 4-Bay Hot-Swappable JENIMI Jaguar Enclosure
		Includes cables, Terminator, and Jemini RAID software
7. Host Bus Adapter	\$900.00	Dual Channel PCI Ultra2/LVD Host Bus Adapter
8. After Effects	\$1,700.00	After Effects Production Bundle for Macintosh
9. Component Monitor	\$700.00	20" Trinitron Color Component Monitor
10. Mixer	\$500.00	Compact Mic/Line Audio Mixer
11. UPS	\$600.00	Back-UPS PRO1400 UPS Power/Surge Protection
12. Shop Integration/Testing	\$400.00	
13. 10' Cable	\$300.00	10' Cable set to Provide Audio, Video, Control to/from
		One Customer Provider Studio VTR
14. On-site Installation	\$2,000.00	
15. On-site Training	\$1,000.00	Full One-day On-site Training
16. Speaker System	\$300.00	
17. Super VHS HiFi VCR	\$700.00	
18. 8mm/Hi8 HiFi Stereo VCR	\$1,200.00	
20. Velbon Tripod	\$340.00	
21. JL Cooper CS-1 Control Station	\$350.00	
<b>Subtotal</b>	<b>\$42,990.00</b>	
<b>Camera</b>		
Digital Camera	\$7,900.00	Camera, Lens, Tripod, 3 batteries, AC Adapter
DSR30 DVCAM Player/Record	\$4,000.00	
<b>Subtotal</b>	<b>\$11,900.00</b>	
<b>Furniture</b>		
1. 2 Computer Chairs	\$800.00	
2 Computer Work Station	\$1,500.00	
<b>Subtotal</b>	<b>\$2,300.00</b>	
<b>Building Rennovations</b>		

Room Renovations	\$2,500.00	Carpeting, SoundProofing Material, Wiring, etc.	
<b>btotal</b>	<b>\$2,500.00</b>		
<b>Computer Equipment</b>			
1. Printer	\$1,000.00	Color Printer	
2. Software	\$2,000.00	Adobe 5.0 or later, McAfee Virus, Norton Utilities, etc.	
3. Scanner	\$1,500.00	Photo Scanner	
Subtotal	\$4,500.00		
Supplies/Materials	\$5,000.00	Video/Audio Tapes, Computer Media, Print Supplies, Paper, etc.	
Training	\$7,000.00	Equipment and Software Training	

## Curriculum and Agenda

1. Week 1: Orientation and Overview/Mounted Unit, *June 20, 2000*
  - a. Chief Norman Botsford, Welcome Address
  - b. Move to Martin Luther King Center Officer Bruce Giles will demonstrate horse patrol.
2. Week 2: District Policing/K-9 Unit, *June 27, 2000*
  - a. District Commander, Captain, Tony Jones,
  - b. District Commander, Lt. Rick Hanna
  - c. K9 Jerald Weilan needs north field at MLK
3. Week 3: Criminal Law/Search & Seizure, *July 11, 2000*
  - a. Art Adkins, multipurpose room, Presentation
4. Week 4: Patrol Operations/911 System, *July 18, 2000*
  - a. Lt. Pete Backaus, Patrol Presentation
  - b. Clara Woody-Redmon, 911 Presentation
5. Week 5: FATS Demonstration, *July 25, 2000*
  - a. Cpl. Brian Helmersen, Hands on scenario at the Police Academy
6. Week 6: Criminal Investigations/Internal Affairs/Crime Analysis, *August 1, 2000*
  - a. Sgt. Ed Van Winkle, Criminal Investigation Presentation
  - b. Sgt. Alan Wilkes, Internal Affairs Presentation
  - c. Elaine Posey, Crime Analysis, Power Point Presentation
7. Week 7: Specialty Units (SRT/NRT), *August 8, 2000*
  - a. Lt. Rick Hanna, SRT, Presentation
  - b. Sgt. Terry Converse, Presentation, video machine
8. Week 8: Narcotics/Forensics, *August 15, 2000*
  - a. Ofc. Mike Lynch, Narcotics, Presentation
  - b. Sgt. Wayne McIntire
9. Week 9: Crime Prevention/Community Patrol/Traffic, *August 22, 2000*
  - a. Ofc. Elizabeth Ham, Crime Prevention, Community Patrol, Presentation
  - b. Cpl. Mitch Nixon, Traffic presentation
10. Week 10: Graduation, *August 29, 2000*
  - a. Main Library Downtown
  - b. Martin Luther King Center.



# Gainesville Police Department

## **CITIZENS' ACADEMY**

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The Citizens' Police Academy is a 10-week program designed to promote citizen interaction with Law Enforcement. The academy is designed to give an in-depth look at the day to day functions of the Gainesville Police Department and current issues surrounding Law Enforcement and the community. The classes are structured to be interactive, offering the students an opportunity to ask questions of officers in a mutual learning environment. Included in the curriculum are topics, which range from Laws of Arrest, Search and Seizures, Crime Prevention and Police ride along. Students will also learn how the Gainesville Police Department interacts with other community partners.

During the 10 weeks, officers from individual units of GPD will make presentations to students, which describe their role in the operation of the Department. This will provide students with an opportunity, in an informal setting, to ask questions and share information with the officers. In addition GPD will host biannual community walks with Academy graduates and Police Officials.

Class size is limited to 30 students. For more information on the Academy or how to apply for attendance at an upcoming session, contact James Albright at (352) 332-5308 or the Crime Prevention unit at (352) 334-2441