

Gainesville Police Department

Gainesville City Commission

July 13, 2020



Agenda

1. Introductory Remarks
2. Community Policing
 - Prevention
 - Intervention
3. Accountability
 - Use of Force Policies
 - Body Worn Cameras
4. Hiring and Training
 - Hiring
 - Training
5. Diversion Programs
 - Adult Civil Citations
 - Juvenile Citations
6. Transparency
 - MCRC
7. 911 Calls
 - Differential Policing
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Introductory Remarks

Chief Tony Jones

- 3 C's – Constitutional Policing, Compassion, Consistency
- Prevention, Intervention, Suppression
- Reduction in arrests – Juveniles/Adults
- Community Involvement in Police Department
 - Transparent and Engaging
- Community Policing a cornerstone of GPD response for over 20 years
 - Foot Patrol and Problem Oriented Policing is the philosophy.



Community Policing

- Community Trust and Participation are essential components.
- Officers assigned to specific neighborhoods and required to develop relationships with Neighbors.
- Officers work in concert with Neighbors to identify and address neighborhood Problems.
- Proactivity is tied to problems identified by the neighborhood.
- Officers act as hub to facilitate other services needed to address identified neighborhood issues.



Community Policing

1. **Where we have been?** COPS Teams.
2. **Where we are now?** Department wide philosophy of the whole department.
3. **Where are we going?** Geographic accountability, partnering with neighbors and businesses. Looking for ways to use non-sworn staff and volunteers to address neighborhood problems.



Community Policing

GPD Implementation Outline to Community and Problem Oriented Policing

ESSENTIAL COMPONENTS

Community Builders

- Police Department
- Parks and Recreation
- Neighborhood Enhancement
- Gainesville Fire Department
- Alachua County School Board

Neighbors

- Neighborhood Associations
- Neighborhood Watches
- Business Watches
- Chamber of Commerce
- Student Organizations

Communications (must be a dialogue)

- Traditional media
- Employees involved in Local Organizations
- Social Media



Community Policing

The Problem Identification Process and Action Plan Development – January 2021

COMMUNICATIONS, COMMUNICATIONS, COMMUNICATIONS

- GPD Personnel will meet with neighbors to identify neighborhood issues.
- GPD and Neighbors develop Action Plan to address identified issues.
- Action Plan identifies responsibility of neighbors and GPD personnel and other community builders.
- Action Plan is implemented
- Summary of results of action plan is developed and reported to Neighbors
- Next meeting review action plan results, modified action plan

The ideal models of true community and problem oriented policing that we will utilize have been around for at least 60 years.



JABAT Program

- In late 2018, GPD developed a collaborative community project to reduce property crimes, normally attributable to juveniles: car burglary and car theft.
- We created the JABATS (Juvenile Auto Burglary & Auto Theft Suppression) program in response to a 42% increase and 18% increase respectively.
- A dedicated civilian crime analyst was assigned to maintain a list of delinquent youth. Community partners were brought in: school resource officers, juvenile probation, Alachua County School Board officials, prosecutor's office, ASO, along with the Reichert House and BOLD.
- Weekly meetings were set to work on intervention strategies for each youth. The results were remarkable:
 - 16% in car burglary
 - 15% in auto theft
 - 30% fewer youths arrests.
- The program is still going on. We meet once a week, now virtually, but the community collaboration continues.



Reichert House

- The Reichert House Youth Academy is a program designed for at-risk males between the ages of 8-18. Started in 1987, the program provides wrap around services to participants and families throughout Alachua County.
- The Reichert House provides intense case management services through daily school visits, home visits, community involvement, and advocacy for all members.
- The heart of the program rest in the afterschool component that operates Monday through Thursday from 2:00pm to 9:00pm, along with a weekend activity rotation.
- The Reichert House program serves nearly 200 at-risk males per year and operates year round, including the summer months.
- Currently the program continued to operate as an essential service during the COVID-19 Pandemic to assist students during school closures.
- The program is located at 1704 SE 2nd Avenue, Gainesville, FL, where three separate campuses resides in a one block radius.
- 112 children currently enrolled.



Interrupters

- Our Interrupter program was deployed based on the statistics and intelligence, neighbors information, from the Gainesville area that posed the highest potential crime area for gun violence and violent activities. Their goal is to engage such individuals in productive prosocial activities.. Before we deployed out interrupters, the were required to enroll in training that consisted of Mental health Awareness, Conflict resolution, time management, stress management, dispute resolution, and trauma informed care and its procedures. (\$48,000 annual cost paid for by GPD to Black on Black Crime Task Force)
- (Nspire) is a culmination of multi-disciplinary community people. that interface with Law Enforcement, Intervention & Prevention, Employment Outreach, Education, Mental Health and Social Services, who work together to case manage prevent violence by identifying and mediating potentially lethal conflicts in the community (violence detection and interruption), and following up to ensure that the conflict does not reignite. We use the medical model of first defusing conflicts through mediation, identifying potential carries of violence and working with them in a intervention processes and last mobilizing the community against violence.
- Gainesville Gang interrupters program consist of only two interrupters (**1 full & 1 half**) to split the case load of the Pine ridge and closely surrounded areas. The Gainesville Interrupters are in its infancy however, have made several contact in the community Including disarming potentially high transmitters of crime and comforting family members of those who have been victims of some of gun violence .The Gainesville Police Departments Program is titled Nspire.



Youth Intervention Programs

GPD has numerous youth intervention programs currently in place, to include:

- P.A.L. (Police Athletic League)
- Explorers Post 917
- Junior Police Academy
- Gang Unit
- HEROES
- Shop with a Cop
- radKIDS
- Disproportionate Minority Contact Initiative
- Juvenile Probation Check Program



B.O.L.D.

- Brave Overt Leaders of Distinction (B.O.L.D.) Program founded in 2010
- Targets young men between the ages of 18-26 (currently 40 enrolled, and 5 pending)
- Utilizes partnerships (such as PSCC, Youth Build, UF, SFC, DJJ) resources and services for re-entry in the community using strategies for intervention and prevention of criminal activity and/or incarceration
- Provides continuing education and employment opportunities
- Encourages independence, career driven mentality and the importance of being taxpayers not tax takers



School Resource Officers

- The School Resource Officer (SRO) Unit is comprised of 22 School Resource Officers and 2 Sergeants.
- SRO's have two primary responsibilities:
 - Campus Safety: To work with the schools administration to create a safe environment for students to learn, for staff to teach and serve as a safety liaison to parents/guardians.
 - Through example and deeds build positive relationships between the law enforcement community and students/parents/guardians and school staffs.
- The GPD SRO program is almost 40 years old, beginning in the early 1980's. One of our first SROs (retired OFC MacArthur Burke said he started as an SRO in 1983 at Lincoln Middle School, but there were two SROs already working at schools several years before him (Willie Ray Jackson who was Officer Friendly and Robert J. Pearson worked at Gainesville High School).
- The GPD SRO program serves the students, parents, guardians, and staffs of 18 Alachua County School Board Schools
- The program is under a yearly contract with the Alachua County School Board (ACSB) that expires on August 1st, 2020. The contract is currently being negotiated with ACSB (City Manager is heading negotiations on behalf of City).
- With the Margorie Stoneman Douglas bill, the Governor mandated that every school have a Resource Officer/Security Personnel.



Crisis Intervention and Mental Health

Co-Responder Team

- Deployed April 2018
- Masters level clinician from Meridian partnered with a uniformed CIT officer
- Holistic approach to serving those with mental illness
- Providing and connecting citizens to services
- Empathetic follow-up
- Working with High Utilizers
- Jail Diversion
- Scheduling and coordinating of case staffing
- 700 of calls handled/632 contacts/185 repeat contacts: 2019
- 80% diverted from Baker Act to Outpatient Service or Voluntary Inpatient Services (67 Diverted, 51 Voluntary Inpatient, 30 Baker Acts): 2019
- 91% diverted from Jail (only 6 of 61 individuals who would have been arrested): 2019

Training

- Crisis Intervention Team (CIT) Training
 - Coordinated through Alachua County Crisis Center
 - Model is solution focused community response aligned with CIT International standards
- Mental Health First Aid (MHFA)
 - Provided by Instructors from Meridian Behavioral Healthcare

Community Partnerships



Accountability of Officers

- Productivity or behavior observed by supervisors either in person or on camera based on General Orders
- Neighbor Complaints: All handled under Officer Bill of Rights procedure
- Employment Case Law
- All corrective action taken by supervisors against employees are documented in a centralized database
- Moved Internal Affairs away from GPD
- Officers who violate Federal Law, Florida State Statutes, or City policies are held accountable
- Accreditation Process



Police Advisory Council

- Meet Monthly
- Invite the Public to attend
- Evaluate closed IA cases
- Review policy



Use of Force Policies

- Currently being revised to codify:
 - De-escalation of force
 - Sanctity of life
 - Duty to intervene
 - Identification of medical or mental conditions when using force
 - Use of Force reviews
 - Use of Force tracked in “Early Warning System”



Body Worn Cameras

- We currently have 107 BWC, to outfit all of sworn and the Public Safety Technicians, we will need an additional 211 BWC.
- There is an additional cost of evidence.com to store all of the video as well as a license for those in forensics and property/evidence to handle requests for the videos from the court, media, and public
- Coming to August Commission Meeting as agenda item.



Police Officer Hiring Process

Goal is to hire officers/PST reflective of our diverse community

- Maintain Current Hiring Standards
- Focus on community relationships and problem solving skills (Guardian v. Warrior)
- CADET program
- Pathway from Police Explorer to GPD
- Hire those who are under-represented and pay for their tuition for certification, pay a salary while new hire is in police academy
- Utilize neighbor on new officer applicant interview board
- Recruitment Incentive
- Update Recruitment Video



Police Training

New Officer Training

- Successfully complete 770 Hours of Commission approved Basic Recruit Training Program at a Commission-certified training school
- 200 Hours in GPD Mini Academy
 - Includes City and GPD Policies, Mental Health First Aid, Procedural Justice, Community Oriented Policing, Professional Traffic Stops, and Trauma Informed Interviews
- Minimum of 560 Hours in Field Training
 - Performance-based evaluation system
- Each newly solo officer is trained on creating Neighborhood Portfolios

In-Service and Roll Call Training

- Minimum of 40 Hours per year
- Includes Mental Health and Use of Force, Emphasis on Communication, De-Escalation, Fair and Impartial Policing as well as critical thinking and decision-making under stress, CPR, Defensive Tactics, Driving, Firearms

Specialty Training

- Emergency Services Team (EST), Field Training Officers (FTO), K9, Negotiations Response Team (NRT), Crowd Control, Motor Unit, Special Weapons and Tactics (SWAT), Critical Incident Stress Management (CISM)
- GPD Leadership Academy
- IACP Leadership in Police Organizations



Youth Dialogues

- Police/Youth Dialogues rolled out in 2014, having done over 100 of these discussions while training over 500 officers and 600 youth.
- The goal is to have a conversation recognizing opinions/perspectives while fostering understanding/empathy/compassion on both sides.
- The training includes a one-on-one meal with cops and youth and role play (letting the kids be cops). We've used this model of training at the University of Florida, Santa Fe College, and Howard Bishop Middle School (teachers and youth).



Diversion Programs

Adult Civil Citations

- Adult program modeled after the Juvenile Civil Citation designed to “deflect” citizens from the Criminal Justice System (NO arrest) through social and mental health services as well as counseling (anger management, etc.). Three (3) areas of Deflection include:
 - Mental health crises
 - Substance abuse
 - Some misdemeanor infractions (fighting, retail theft, etc.).
- In lieu of an arrest or Notice to Appear, a referral would be sent to the Deflection Coordinator for services. Participation and completion would be required of the participant but failure to participate or complete would NOT generate a criminal charge.
- GPD has currently job offered the position of Deflection Coordinator, awaiting acceptance. Next step to hire a 2nd Coordinator and develop the program.
- State Attorney’s Office also has a diversion program that GPD has been participating in since 2019



Diversion Programs (cont.)

Juvenile Citations

- In Alachua County, GPD is the highest referring agency of all law enforcement.
- In lieu of an arrest, Teens get a civil citation and referred to teen court:
 - 2017 – 75 cases diverted
 - 2018 – 62 cases diverted
 - 2019 – 38 cases diverted



Restorative Justice Efforts

- GPD has received training from the River Phoenix Center for Peace Building. We utilize this Restorative Justice training when we have a community or school conflict.
 - Examples
- Restorative Justice Training is a problem solving approach that separates the “deed” from the “doer” and brings everyone (including victim, offended, parents, all those affected) to a circle and discusses accountability/roles/impact and includes follow-up. It’s designed to look at the root of the issue while providing resolution without merely just arresting the offender.



Transparency

- General Order Policies posted online for the public to review
- In creating new policies, gather community input before implementation
 - LGBTQ+ group reviewed our transgender policy drafts and gave feedback
 - In order to ensure inclusion in the community of all groups
- Mayor's Community Response Council
 - Open the Department up to citizen's critique after Ferguson
 - Implemented the 9 recommendations submitted to the Commission



Mayor's Community Response Council (2015)

Group of Citizens brought together to examine GPD after the Ferguson Incident

- Citizens invited to examine any aspect of GPD
- Researched the 21st Century Report, Campaign Zero, Post- Ferguson reports
- Open the doors to all questions and get an honest look at GPD from a community perspective
- Developed 9 recommendations which were presented to the City Commission

9 recommendations sent to City Commission (2016)

- Use of Force – De-escalation focus
- Independent Investigations for Officer involved shootings
- Independent Prosecution (City has no venue)
- Transparency – business cards for all Officers, ensure funding for BWC, policies on-line
- Demilitarization – limit military surplus spending
- Department Diversification – Officer represent a diverse community
- Implicit Bias training
- Community trust survey
- Citizen Review Board



Differential Policing

- Differential Policing
 - Routing non-priority calls to the front desk
 - PSTs respond to appointments with the citizens
 - Developing procedures/policies
 - Began hiring more tele-serve operators to work the front desk
 - Added 2 more current positions
- Example: Diverting non-priority calls involving rental businesses to the front desk
- Police Service Technicians
 - Utilized to handle non-priority calls for service



Police Service Technicians

- Started in the 1980 by Chief Clifton.
- They are supervised by civilians too.
- Currently have 14 (with 1 job offer out), but are allotted 20.
 - 2 years ago, GPD deleted 5 police officer positions for 5 PST positions.
- Currently take most of our daytime traffic crashed and numerous other property crime reports.
- Establishing a working group to look for additional capacity for our PSTs. What other calls-for-service can they handle? What hours can they work? What additional training will they need, etc. Projected Jan 2021.



911 Calls

ACSO Communications Operations Bureau aka Combined Communications Center

- Handles all Radio Communications and Dispatch duties for GPD and ACSO.
 - Primary source for intake of Calls for Service Requests.
 - Receives and prioritizes Calls for Service.
 - Dispatches GPD officers to Calls for Service based upon geography and prioritization.
 - Communicates with other entities to obtain and/or relay information



911 Calls

Call Prioritization

The CCC handles law enforcement calls on a priority system. The purpose of the call priority system is to ensure that law enforcement units are dispatched to the calls that represent the highest risk to life safety first, followed by risk to property. Calls for service must be categorized according to their nature in order to ensure maximum effectiveness of the law enforcement mission.

Priority 1-7, with 1 being the most emergent.

GPD works with ASO to set our priorities also.

GPD Supervisors always have the discretion to redirect units.



911 Calls

Current Response Options

- Police Officer
- Police Service Technician
- Front Desk Personnel – Telservice
- Animal Control
- Code Enforcement
- Mental Health Emergency Team
- Specially Trained Officers
 - Crisis Intervention Officer Trained Officers
 - Emergency Response Teams – Supervisor Initiated
 - Special Weapons and Tactics – Supervisor Initiated



Concluding Remarks

Chief Tony Jones

