

Mayor's Community Response  
Council (2015)  
Updated on March 11, 2021



# 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 21<sup>st</sup> 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
- 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



# Updated: 9 Recommendations

## 1. Use of Force – De-escalation focus

- The Response to Resistance policy was re-written:
  - De-escalation is a focus along with preservation of life.
  - Policy bans chokeholds/vascular neck restraints
  - Medical aid is mandatory after a use of force
  - Policy created for Duty to Intervene
  - Strategic goal of 100% of the Officers trained in CIT (Crisis Intervention Training) in 3 years

## 2. Independent Investigations -- for Officer involved shootings

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



# Updated: 9 Recommendations

**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.**

- 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.

**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.**

- Upon completion of field training all Officers are provided business cards with their name and telephone numbers. Policy dictates that you will identify yourself in every law enforcement encounter.
- 100% of sworn Officers and the Field Service Technicians have body worn cameras
- The policies and procedures are available on-line through the GPD website for the public to review. You can also obtain a copy from our records division.



# Updated: 9 Recommendations

**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.

- 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 have scrutinized 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.

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

In 2020:

- 38% of the individuals hired were African American

Recruitment Efforts:

- Minority Business Listing
- National Minority Update
- NOBLE
- North Florida Pride Center
- Church Groups
- City of Gainesville Publications



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**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.

- Our in-service training focuses 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 is embedded and indoctrinated in GPD's policies, yearly training & culture.
- Neighborhood Policing Initiative (NPI) –training that is focused on community policing, during development of the training, our neighbors helped in the development of this training.

**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.

- Currently, as part of our CALEA accreditation and strategic plan, we conduct a community survey every two years-which is available on our website.
- The results are publish for the public to see.



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**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.

- The Police Advisory Council (PAC) currently serves as a resource for the community to come and voice concerns about GPD.
- The PAC members are selected by the commission and given their mandate through the City ordinance.
- The PAC is unable to review open Internal Affairs cases per Florida State Statute 112.533 (2)(a)
  - FSS: 112.533(2) A complaint filed against a law enforcement officer or correctional officer with a law enforcement agency or correctional agency and all information obtained pursuant to the investigation by the agency of the complaint is confidential and exempt from the provisions of s. 119.07(1) until the investigation ceases to be active, or until the agency head or the agency head's designee provides written notice to the officer who is the subject of the complaint, either personally or by mail, that the agency has either:
    1. Concluded the investigation with a finding not to proceed with disciplinary action or to file charges; or
    2. Concluded the investigation with a finding to proceed with disciplinary action or to file charges.

