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Title: Gainesville Police Department’s (GPD) Request to Add Staff (B)

In continuation with the plan to transform the Gainesville Police Department, this agenda item covers Phase II of the Re-organization process. This phase allows the continuation of establishing a culture of transparency and accountability that builds trust with the citizens of Gainesville. Phase II also attempts to address the City Commission's approved plan to become more Citizen Centered. This phase seeks to build trust both within the department and with the public. Toward that end, it is the intention of GPD’s guiding principle for internal and external policies to embrace a culture of guardianship.

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5/19/2016	1	City Commission	Approved as Recommended	

Gainesville Police Department’s (GPD) Request to Add Staff (B)

In continuation with the plan to transform the Gainesville Police Department, this agenda item covers Phase II of the Re-organization process. This phase allows the continuation of establishing a culture of transparency and accountability that builds trust with the citizens of Gainesville. Phase II also attempts to address the City Commission's approved plan to become more Citizen Centered. This phase seeks to build trust both within the department and with the public. Toward that end, it is the intention of GPD’s guiding principle for internal and external policies to embrace a culture of guardianship.

In Phase I, the following changes were implemented:

- Announced and began the hiring process for adding a second Major
- Began consolidation of GPD’s Human Resources to City HR
- Assigned two Captains to act as Patrol District Commanders
- Moved a number of personnel to different middle-management positions.

Phase I changes have been successfully implemented and GPD is ready to implement Phase II of the reorganization.

Phase II allows the continuation of establishing a culture of transparency and accountability that builds trust with the citizens of Gainesville. Phase II also attempts to address the City Commission's approved plan to become more Citizen Centered. This phase seeks to build trust both within the department and with the public. Toward that end, it is the intention of GPD’s guiding principle for internal and external policies to embrace a culture of guardian rather than warrior. Phase II will involve a number of additional changes to the supervisory

chain of command affecting existing GPD areas including: GPD Administration, Operations Bureau and Professional Standards and Support Services Bureau. The proposed changes are:

Reorganizing GPD Senior Command Structure

- Convert Captain to an Assistant Chief (currently vacant position)
- Convert a Major to a Bureau Chief (currently vacant position)
- Convert a Major to an Inspector (recently approved position)
- Convert two officers to two District commanders (currently vacant)

Adding Three Civilian Positions

- Grants Writer - Primarily responsible for researching grant funding opportunities in support of community policing initiatives; agency equipment needs; acquisition of new technology/software (freeing up current Legislative and Grants Coordinator)
- Police Planner - Primarily responsible for intermediate and long-term strategic planning for agency growth and community crime management issues; surveillance of new policing technologies and practices to recommend for possible implementation at GPD
- Disproportionate Minority Contact Coordinator - Action oriented position responsible for GPD youth outreach programs, coordination with system of care community dialogue, Department of Juvenile Justice procedures

Internal Accountability

- Strengthen Internal Supervisory Chain of Command
- Provide increased oversight of field operations
- Provide increased oversight of administrative standards and practice
- To Better Serve the Community
- Provide enhanced level of community policing initiatives
- Surveil and employ new technology (i.e. predictive analytics, body cameras, non-lethal threat suppression, etc.)
- Provide enhanced response to public inquiries regarding police activities
- Designated Bureau Chief to increase level of agency responsiveness to the public and improve public access to senior GPD leadership.

External Accountability

- Coordinate GPD policing activities and policy development with external community advisory groups, committees, councils, and/or boards
- Develop and consistently schedule opportunities to report on community policing initiatives to various community constituencies and stakeholder groups

The fiscal impact for the remainder of the current year is approximately \$110,000 and will be absorbed in this year's budget. For future years, the impact is approximately \$450,000, and will be offset by adjusting GPD's budgeted vacancy factor from 1.5% to 3.0%.

The City Commission approve the request to add three positions described above.