City of Orlando
Orlando Police Department

Community Policing Assessment Progress Report

June 5, 2015

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Community Policing Assessment Progress Report

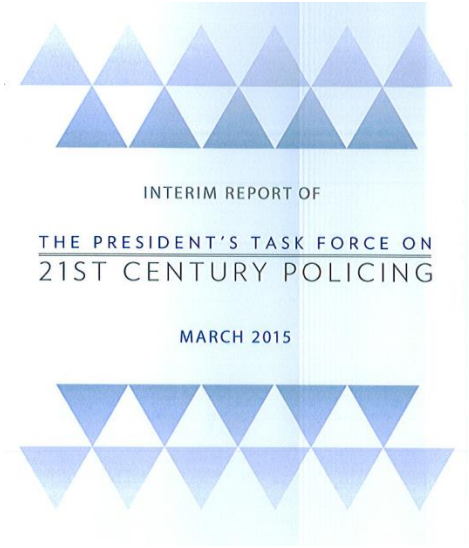
- Purpose of Assessment

> *"For this kind of community policing to work, there must be mutual respect and trust between officers and residents. We count on the support of our citizens, and we know our officers must earn your confidence."*

Mayor Buddy Dyer
April 24, 2015 SOC

- Overview of today's presentation

Community Policing Assessment Progress Report



The President's Task Force on 21st Century Policing

"The mission…examine how to foster strong, collaborative relationships between local law enforcement and the communities they protect…make recommendations on how policing practices can promote effective crime reduction while building public trust."

- City of Orlando and OPD as a National Model
  - evaluating ourselves against best practices
- Community Expectations and Organizational Accountability

Community Policing Assessment Progress Report

Assessment Five Focus Areas

- I. Review of OPD Policies on Excessive Use of Force and Related Policies
- II. Personnel Development
- III. Enhanced Transparency Measures
- IV. Community Engagement
- V. Economic Development

Community Policing Assessment Progress Report

I. Policy Review

- Commission on Accreditation for Law Enforcement Agencies
- Excessive Use-of-Force
- Treatment of Arrestees
- Claims Trends
- Racial Profiling Complaint Policy Procedure

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II. Personnel Development

- Hiring Process
- Training
  - Implicit bias
  - Handcuffed detainees
  - De-escalation and assessment during resistance
  - Alternatives to arrest
  - Shoot/no-shoot
  - Fair and impartial policing
  - Badge of Honor
  - FBI Ethical/Civil Rights Refresher, etc.

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III. Transparency

- Body Cameras
- Disciplinary Actions
- Outside Agency Investigations and Coordination (SA, FDLE)
- Internal Affairs Process
- Police Data Initiative

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IV. Community Engagement

- OPD Youth Activities
- OPD Senior Activities
- OPD Neighborhood Programs
- UCF Police/Citizen Encounter Research
- Chief's Community Forums Participation
- OPD Community Forums Participation
- Park/Walk/Talk
- City Efforts
  - Ministers alliance
  - Neighborhood services
  - HOLA
  - PKZ
  - My Brother's Keeper
  - Pathways for Parramore
  - Americorp City Year

V. Economic Development

- BluePrint
- Washington Shores Vision Plan
- Rosemont Vision Plan
- Jobs Creation
- Medical Pathways
- STEM support at OC and Rock Lake Elementary Schools

Community Policing Assessment Progress Report

OPD Activity-to-Date

Chief John Mina

Community Engagement Efforts In Response to National and Local Use of Police Force

- Nationwide Focus of Police Shootings and Use of Force
- Orlando Police Department Incidents
- Response To Resistance Numbers and Facts
- Measures in place and on going
- Community Outreach

Recent Local Cases Involving OPD

- 2 Officers have been Terminated
- 2 Officers currently relieved of police powers pending outcome of criminal investigations

Violence Towards Police

- In the past 7 years over **3000** OPD officers have been battered or assaulted. (punched, kicked, bitten, spit on, pushed, tackled to the ground)
- In the past 7 years OPD officers have taken over **3700** firearms out of the hands of criminals.
- 6 OPD officers **have been shot at** just this year.
- 3 OCSO deputies **have been shot at** this year.
- **2 murders** of law enforcement officers in Orange County in 2014
- 1 OPD officer dragged 100 feet by suspect trying to get away in a vehicle.

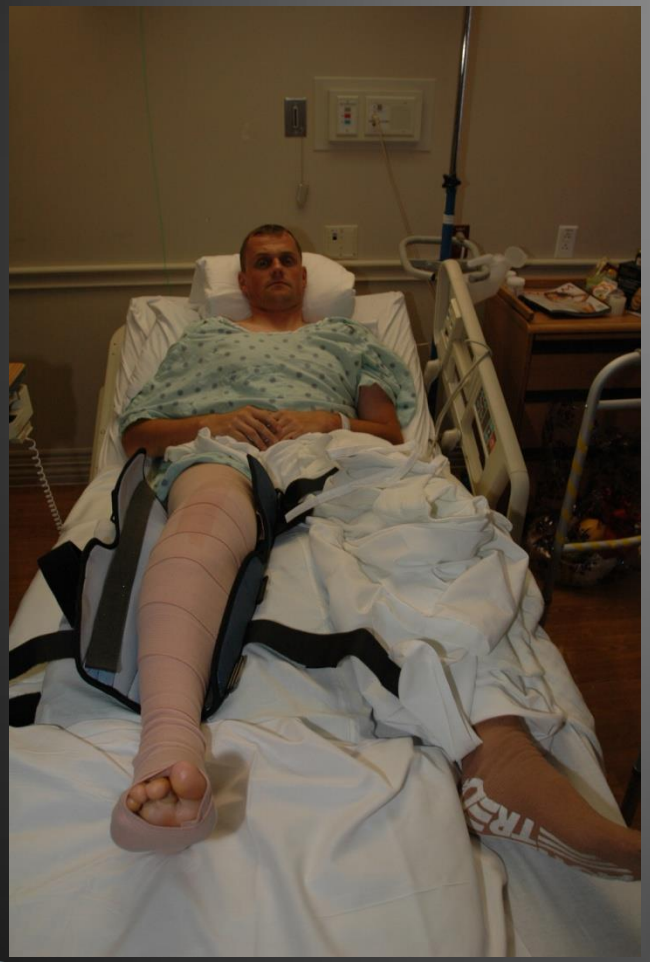
Orange County Officers Killed in the Line of Duty

Officer Robbie German
Windermere Police Department

Deputy Scott Pine
Orange County Sheriff's Office

Officer Injuries

Officer Injuries



Officer Injuries

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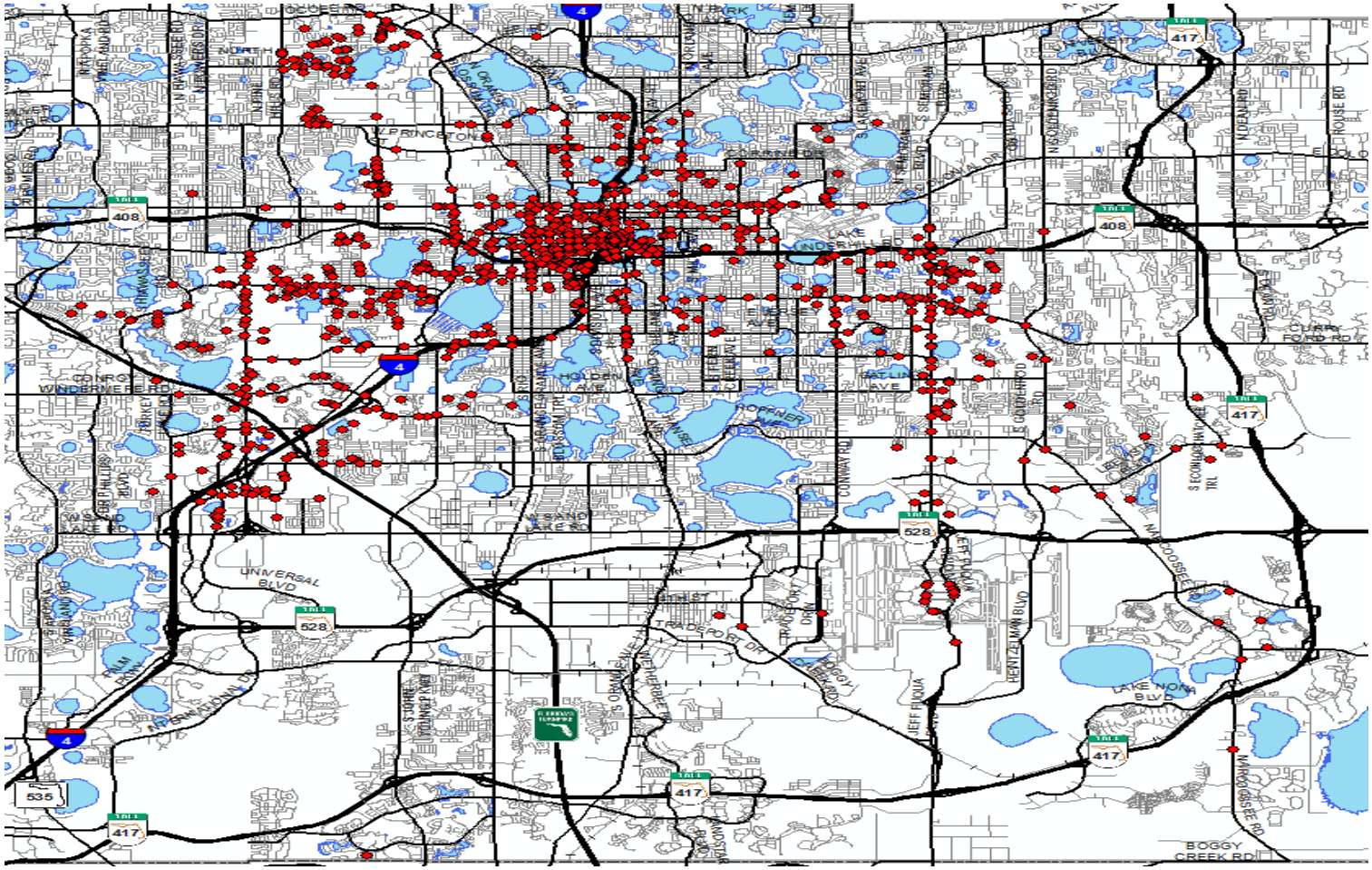
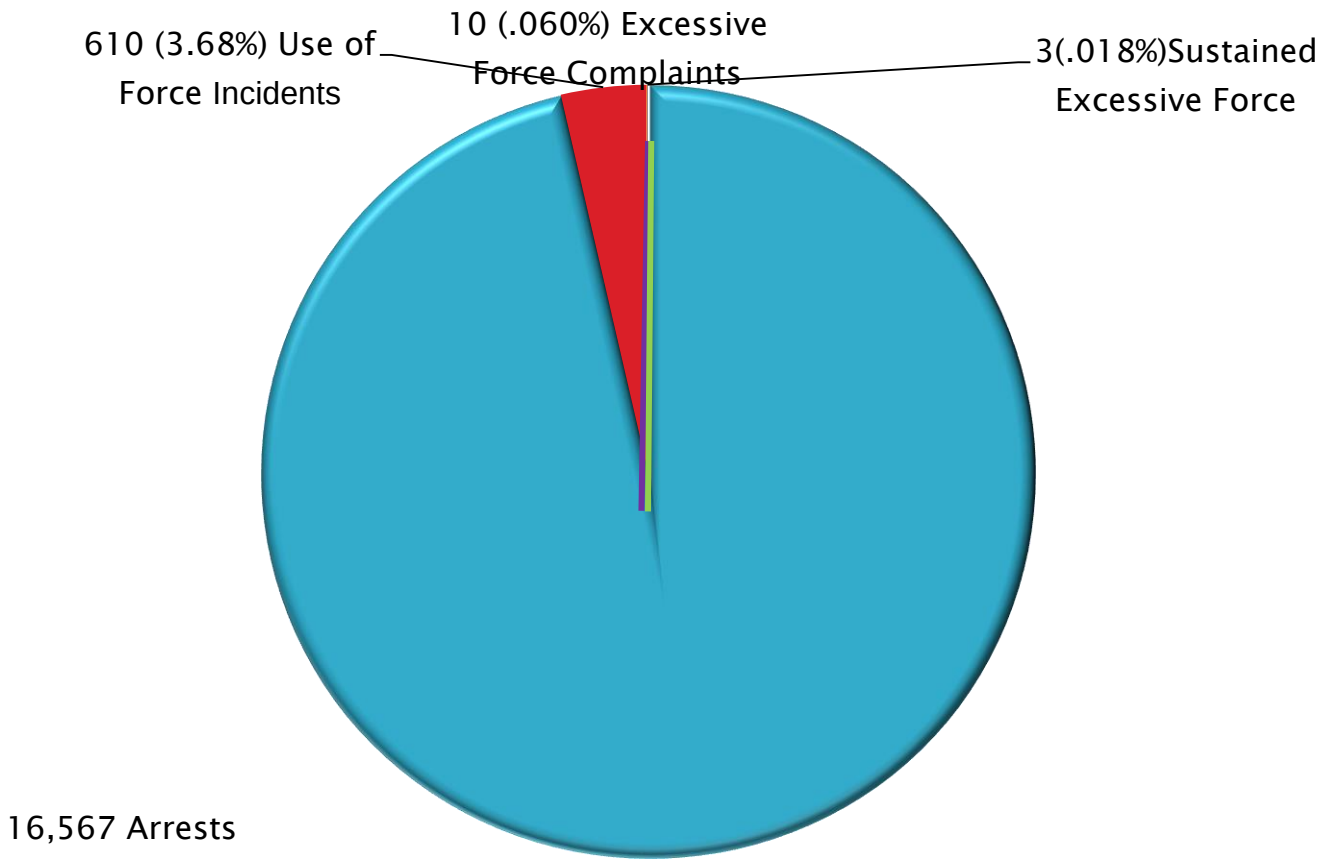
Battery and Assault LEO



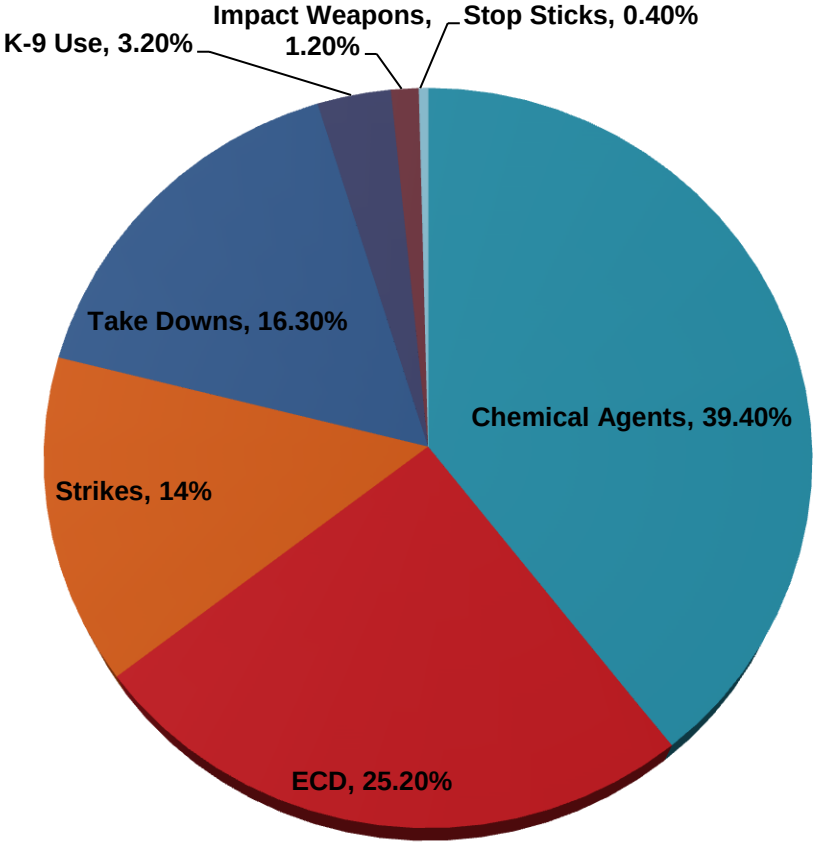
Use of Force at the Orlando Police Department 2014

- Over 394,000 contacts with the public
- Over 112,000 traffic and suspicious person stops
- 16,567arrests
- Orlando Police Department used force 610 times
- Use of force is necessary less than 4% of the time on people we arrest

Arrest vs. Use of Force



Chemical Agent vs. Other Tactics



Use of Force Investigation Process

- Supervisor investigates every use of force
- Photos
- Video
- Witness, Suspect, and Officer Statements
- Approval/Disapproval
- Training Sergeant – Expert in police use of force
- 7 step review process including Deputy Chief and Internal Affairs
- Citizens Police Review Board

Use of Force at the Orlando Police Department

- Study done by professors at UCF and Florida Gulf Coast University in 2008 found that OPD officers used less force than policy allowed.
- Use of force down by 10% over the past 2 years
- Use of pepper spray increased while other techniques decreased.
  - Alternative to other techniques.
  - Causes less injuries to suspects.
- All other techniques (punches, kicks, baton, Taser) were down from last year.

Transparent Process

- Body Worn Camera Deployment
- Implemented third party investigation for serious cases (FDLE)
- State Attorney review / Criminal charges when warranted
- Messaging/Communication from Chief
- Review of current policies/procedures
- Review of current policies/procedures by outside agency executives as part of Re-Accreditation
- Severe discipline when warranted
  - 2 terminations, 2 relieved of police powers

Hiring Process

- Application
- Civil Service Test/Physical Abilities Test
- Recruiting Unit Interview
- Polygraph
- Extensive Background Check/Fingerprinting
- Interview Panel with Chief of Police and staff
- Polygraph (Post Offer)
- **Psychological**
- Medical

Training in 2015

- State of Florida requires only **some** training every 4 years – defensive tactics
- OPD Trains several times a year in the use of force.
- Dealing with handcuffed prisoners
- De-escalation and assessment during resistance
- Alternatives to arrest in certain situations
- Shoot / No- shoot decision based scenario training
- Fair and Impartial Policing Training
- Ethical Civil Rights Refresher Training conducted by the FBI
- U.S. Department of Justice – On line training
- Crisis Intervention Team (CIT)

Early Intervention Program

- Identifies employees who show symptoms of job stress or personal problems based on citizen complaints or use of force incidents.
- Established criteria for number of incidents.
- **Step 1** - Review the employee's Early Intervention File.
- **Step 2** - Supervisor Intervention Meeting with employee
- **Step 3 -** Section Commander Meeting with supervisor and employee
- **Step 4** - Supervisor completes report and makes recommendations

Early Intervention Program

- *Recommendations*:
- No problem/pattern
- Training
- Referral to Employee Assistance Program for counseling
- Attend stress awareness course
- Monitoring
- Other recommendations

Early Intervention Program

- **Step 5** – Follow up by internal affairs after 3 months
- **Final Review** – The file is presented and reviewed by the Operations Committee (Made up of Senior Management – 9 Captains).
- **Final recommendation** given to the Deputy Chief.
- Training and counseling not considered punitive or to be a disciplinary action.
- 18 – 20 officers per year

Community Outreach

- Community Forums – Have hosted or participated in 15 forums/town hall meetings and 3 more scheduled.
- Chief's Community Leadership Academy
- Citizen – Police Encounter Research Project – UCF
- White House Police Data Initiative – NEW
- OCPS – NEW
- Criminal Justice Institute Training Philosophy -- New

Chief's Community Leadership Police Academy

Community Involvement/Youth Activities

- Dueling Dragons
- Operation Positive Direction Mentoring
- Ballin' After Dark
- "Reel" Heroes Fishing Club
- Teen Police Academy
- Teen Community Forums
- Beautiful Feet Ball
- Block Parties (New)
- Yoga for young women(New)

Dueling Dragons

Ballin' After Dark

Ballin’ After Dark

OPD “Reel” Heroes Fishing Club

Beautiful Feet Ball Photo

Community Engagement Cont.

- Citizen's Police Academy
- Senior Citizen Police Academy
- Hispanic Citizen Police Academy
- Mayor's Council of Clergy
- Teen Police Academy
- Neighborhood Watch / National Night Out
- Community Forums – Have participated or hosted 15 Forums/ Town Hall Meetings and have 3 more scheduled
- Park/Walk/Talk

Community Forum

Teen Community Forum

Park/Walk/Talk

Neighborhood Patrol Unit

Officer with Kids

Head Start Reading Program

Community Policing Assessment Progress Report

Summation

- Mayor Dyer's Council's commitment to safe neighborhoods/safe community
- Decrease in crime
- Importance of community involvement and community trust
- World-class city, world-class police agency