



Gainesville Police Department 2020 Annual Report





Gainesville Police Vision

Gainesville is a safe and healthy community.

Gainesville Police Mission

Together as a community we foster order, safety and freedom.

Gainesville Police Goals

- **Be a community model by maximizing the safety of our citizens and our workforce.**
- **Foster greater equity; strengthen public trust and confidence by serving all people with dignity, fairness and respect.**
- **Plan for a better future by partnering with our stakeholders to promote community safety and health.**
- **Perpetuate a proactive management approach to crime prevention.**
- **Support a strong economy by developing a professional, ethical and skilled workforce.**
- **Build a community-focused workforce representative of the Gainesville residents.**
- **Promote effective communication between our employees, volunteers and citizens.**

Table of Contents

A message from Chief of Police, Tony Jones	4
A message from Assistant Chief of Police, Lonnie Scott Sr.	5
A message from Assistant Chief of Police, Terrence Pierce	6
Gainesville Police Command Staff	7
Crime statistics – FBI uniform crime reporting	9
Internal affairs unit (IA)	9
Use of force review	12
Public Information Officer	13
Police Advisory Council	14
Operations Bureau	14
Patrol	15
K-9 Unit	16
Traffic Unit	17
Police Service Technicians	18
School Crossing Guards	19
Investigations Bureau	20
Criminal Investigations Division.....	20
Internet Crimes Against Children Task Force (ICAC)	20
Forensic Crime Unit	21
Special Operations Division (SOD)	22
Special Investigations Division (SID).....	22
Special Weapons and Tactics (SWAT).....	23
Negotiations Response Team (NRT).....	23
Emergency Services Team (EST)	24
Honor Guard.....	24
Youth and community services division	25
Disproportionate minority contact initiative.....	25
Police/youth dialogues	26
HEROES / BRAND program	27
Crime prevention.....	28
Volunteers.....	28
Gainesville police explorer post 917.....	29
Cadet program.....	30
Junior police academy	31
School resource officers	32
Reichert House	33
B.O.L.D program	33
Planning and research.....	33
Crime analysis	34
Training and education division	34
Logistics division	35
Records	35
Information Technology	35
Fleet.....	36
Property and evidence	36
Fiscal.....	36
Recruiting and hiring.....	36

A message from Chief of Police, Tony Jones

Greetings,

I want to thank you for taking the time to learn more about your Gainesville Police Department. We continuously strive to build strong working relationships with our neighbors and communities to create a safe community for everyone to enjoy. An essential component to those relationships is transparency, and this is one of the reasons we have produced an annual report.

2020 was a challenging year; to state otherwise would be a significant understatement. Our lives have been affected by the pandemic and the changes resulting from our state and local governments' emergency orders. The Police Department was tasked with providing all our necessary services while also focusing on keeping our officers and neighbors safe. Our Officers and staff went beyond their traditional duties by ensuring our neighbors had proper nutrition through food distribution to families and youths. Amidst the pandemic, another significant challenge faced policing in 2020. Community/Police relations were adversely impacted after the death of several persons during interactions with Police Officers. Calls for Police reforms were heard across our Nation; fortunately, many of the recommended reforms suggested, our agency had previously adopted these measures in our policies and procedures. Our Department also embraced many of the 21st Century Policing Plan concepts, which were adopted in 2016. We recognize that our success is contingent on the ongoing support and trust built from the community we serve.

This past year was successful, with the development of new programs and several initiatives designed to increase our productivity and overall efficiency.

Our Department obtained National Accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA).

The accreditation process is a rigorous ongoing effort to ensure we continue to improve our performance, standards, and the services we provide to you. The Department of Justice now recognizes this accrediting body as an approved assessor for Federal Funding Certification requirements.

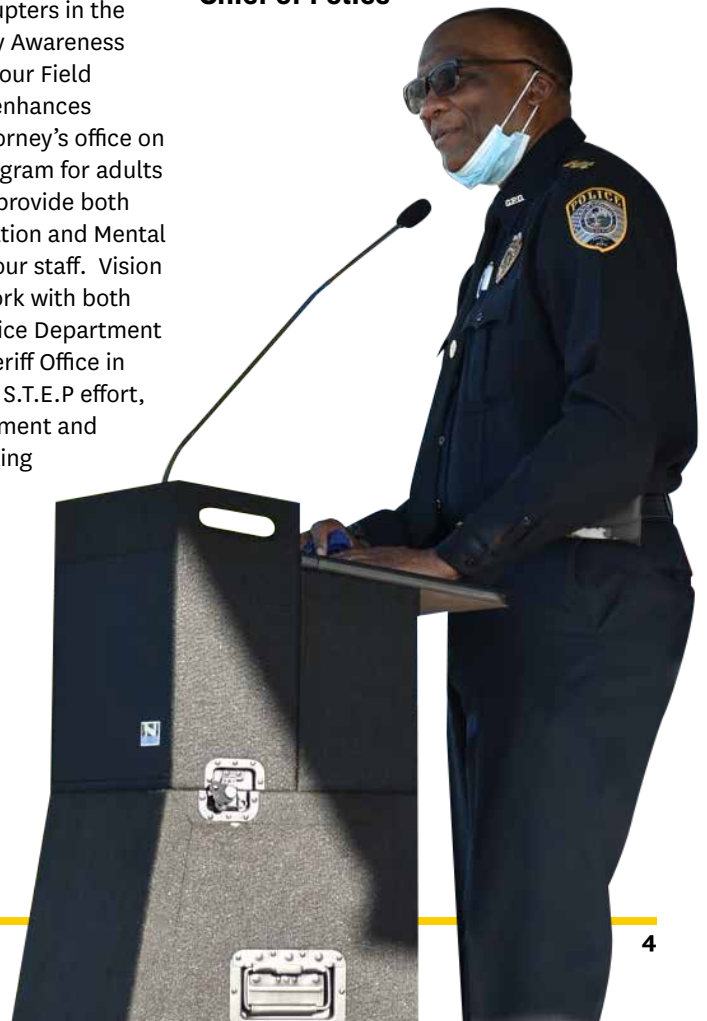
While Part I crime dropped by 5.4% in 2020, we, unfortunately, saw a 12.15% increase in persons offenses, which includes homicide, aggravated assault, and robbery. Last year, we also witnessed several traffic accidents where pedestrians were killed or seriously injured.

This year, we have introduced several new programs and enhance existing programs while working with our neighbors. These programs include expanding our Co-Responder Mental Health Teams from one to four teams and funding our Violence Interrupters in the community. Our Community Awareness Center opening, expanding our Field Service Technicians' roles, enhances working with the States Attorney's office on the Pre-arrest Diversion program for adults and juveniles. Continue to provide both Crises Intervention Certification and Mental Health First Aid training to our staff. Vision Zero, we will continue to work with both the University of Florida Police Department and the Alachua County Sheriff Office in the program with our Gator S.T.E.P effort, alcohol awareness, enforcement and education campaigns, working with neighbors, and our Transportation & Mobility Department of the City of Gainesville, to meet the objectives of vision zero, which are plans for the community to reach zero traffic-related death and serious injuries.

I am proud of the department and the dedicated police, civilian staff, and volunteers that dedicate their lives to making the City of Gainesville a safe place to live in and visit. I want you to know that the Gainesville Police Department is committed to providing the highest quality of service to our Neighbors. We will continue to do this by working with our neighbors and community partners and listening to our most valuable resources, who are our employees and the public we so proudly serve.



— Tony Jones
Chief of Police



A message from Assistant Chief of Police, Lonnie Scott Sr.



zones assignments. Police Officers are now assigned to the same zone each day. These officers are developing relationships with the neighbors who live and work in their assigned areas. Officers were instructed to spend at least one-to-two hours a week meeting with and speaking to the neighbors in their service areas. The overall goal is to give the officers and neighbors an opportunity to get to know one another and foster mutual trust.

In 2020, the Gainesville Police Department also developed the Neighborhood Policing Initiative (NPI) which provides community and problem oriented policing training for both our

be successful: providing the best service we can, one neighbor at a time.

I ask that our neighbors work with Captain Robert Fanelli, the District 1 Commander; Captain Paris Owens, the District 2 Commander, and Captain Anthony Ferrara, Commander of the Investigations Bureau, to help us provide the best police services possible. Even though the past year has been a challenge, I'm proud of our community builders who performed admirably under difficult conditions. GPD worked with our neighbors to mitigate mass demonstrations, pandemic protocols, weather events, and a spike in violent crime. We're

“Our success depends upon developing mutual trust and respect between GPD community builders and our neighbors.”

The past year brought about many challenges for our country and community, especially in the form of the pandemic and the resulting changes to our way of life. It has been a time of economic and political challenges as well, culminating in threats to the safety of our neighbors.

Law enforcement unfortunately continues to be viewed by many as the perpetrators of violence against minorities and occupiers of neighborhoods. However, we, the men and women of the Gainesville Police Department, have sworn to protect and defend our community against all enemies, domestic and foreign. It is our goal to be recognized as the new vanguard of law enforcement. A police department of the people, working for and with the people, to provide public safety services to our neighbors.

Over the past year, the Gainesville Police Department evaluated and reconfigured its geographic assignments in a way that enhances our implementation of Community/Problem Oriented Policing. The reconfiguration eliminated the “East and West divide” and created smaller

neighbors and GPD community builders. This training was developed by the “rank and file” at GPD. The NPI training was first presented to our neighbors for review prior to offering the training to department personnel. The result is a training module that we believe will assist our staff and neighbors in developing effective relationships. The NPI training covers an array of subjects from the history of law enforcement, to neighborhood engagement, and action plan development. Neighbors are provided an opportunity to not only see what and how GPD community builders are being trained, but also to help shape how they provide services to their neighborhoods. The training provides a clear understanding of the roles community builders and our neighbors play in providing those services to the neighborhood.

We are excited about what the future holds for the Gainesville Police Department. We know that the only way to achieve our goal of being the “standard bearer” for law enforcement is to work together with our neighbors. Together we'll

proud that our Gainesville neighbors are able to use their constitutional right to express themselves and not feel that law enforcement is there only to impede them. We're proud that our Investigations Bureau solves nearly 100% of the homicides that occur in our community. We also take pride in the Co-Responders Program that specializes in assisting neighbors that are suffering a mental health crisis. And this year we implemented the Violence Interrupters Program which assists our younger neighbors with resolving conflicts without violence.

Every success we have is because of the community as a whole. We all have a role to play in providing services to our community. By working with our neighbors, Gainesville's future is bright. We look forward to moving to the forefront of law enforcement in the coming year.

**— Lonnie Scott Sr.
Assistant Chief of Police**

A message from Assistant Chief of Police, Terrence Pierce



Last year brought many unique challenges and opportunities to our department. COVID-19 forced our Logistics Division to seek but new resources for personal protective equipment (PPE) as well as antiseptic and hand cleanser. We out staffed and provided security for testing sites and educating businesses about the City's safety measures. Following FEMA guidelines and well established emergency management standards, GPD was able to quickly adapt to our every changing world. The city ended our agreement with the Alachua County Sheriff's Department and the Joint Aviation Unit, GPD created a drone program to provide aerial reconnaissance. Our biggest change was our transition to intelligence led policing to work with our community to provide the best response to crime issues. It is my honor to work with the most professional group of officers, safety technicians, and dedicated civilian staff to accomplish the goals and objectives established by Chief Jones.

— Terrence Pierce
Assistant Chief of Police



The Gainesville Police Department is a full-service, community-oriented policing law enforcement agency dedicated to partnering with our citizens for problem resolution.

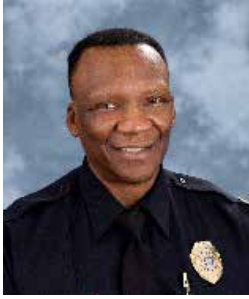
GPD continues its mission to serve and protect the City of Gainesville through enhanced programs and citizen interaction. This collaborative effort has made Gainesville one of the most livable cities in the United States.

Gainesville is the largest city in Alachua County. It serves as the cultural, educational, and commercial center for the North Central Florida region. According to U.S. Census, there is an estimated of 135,097 (countywide 267,306) residents in Gainesville.

The City of Gainesville was founded in 1854 and incorporated in 1869. Gainesville is home to the University of Florida, the state's leading research institution, and Santa Fe College, a provider of excellent professional and vocational education. Gainesville has one of the largest medical communities in the Southeastern United States.

GPD employs approximately 286 sworn police officers and 99 support personnel.

Gainesville Police Command Staff



Tony Jones
Chief of Police



Terrence Pierce
Assistant Chief of Police



Lonnie Scott, Sr.
Assistant Chief of Police



Jorge Campos
Chief Inspector



Captain Anthony Ferrara
Criminal Investigations Bureau Commander



Captain Paris Owens
Patrol District 1 Commander



Captain Jaime Kurnick
Patrol District 2 Commander



Captain Mike Schentrup
Patrol Support Commander



Lieutenant Rob Fanelli
Criminal Investigations Division



Lieutenant Bruce Giles
Special Operations Division



Lieutenant Mike Schibuola
Logistical Services Division



Lieutenant Victoria Young
Training and Education Division



Lieutenant Rob Koehler
Youth and Community Services Division



Lieutenant Jaret Weiland
Internal Affairs Division



Lieutenant Mike West
Deputy District Commander



Lieutenant Steven Bradford
Deputy District Commander Sector 1

Gainesville Police Command Staff



Lieutenant Timothy Durst
*Deputy District Commander
Sector 2*



Lieutenant David Rowe
*Deputy District Commander
Sector 3*



Lieutenant Joy Robinson
*Special Investigations
Division Commander*



Lieutenant Audrey Mazzuca
*Deputy District
Commander*



Lieutenant Charles Ward
*Deputy District
Commander*



Lieutenant Marc Plourde
*Deputy District
Commander*



Robert Woody
*Youth and Community
Services Director*



Lee Libby
Legal Advisor



John Alexander
*Reichert House
Director*

Crime statistics - FBI uniform crime reporting



The Uniform Crime Reporting (UCR) Program has been the starting place for law enforcement executives, students of criminal justice,

researchers, members of the media, and the public at large seeking information on crime in the nation. The program was conceived in 1929 by the International

Association of Chiefs of Police to meet the need for reliable uniform crime statistics for the nation. In 1930, the FBI was tasked with collecting, publishing, and archiving those statistics. (ucr.fbi.gov)

The Gainesville Police Department provides this UCR information as a measurement of the overall crime in Gainesville.

In 2020, reports of Violent Crime increased by 12.3%, but closure rates remain well above national averages. The increase in violent crimes is due to an

as national studies show that many go unreported in college towns.

Property crime decreased 10.2% from 2019 to 2020. Analysis of the data shows that most of these crimes were involving motor thefts and crimes were involving unlocked vehicles and were preventable.

GPD's case closure rates remain above the national average in all reported categories.

Internal affairs unit (IA)

In 2020, the Gainesville Police Department Internal Affairs Unit (IA) staff began with Lieutenant Jaret Weiland as the IA Director and Sergeant Renee Guyan and Sergeant Dana Strama as the investigators. Ms. Cathy Strivers remained as the Staff Specialist. In April Sergeant Guyan was selected and promoted to the rank of Lieutenant resulting in her transfer. A selection process was held and an eligibility list established. In May, Sergeant Leah Hayes was selected to fill the vacancy and transferred to Internal Affairs. In addition to the Internal Affairs staff, Chief Inspector Jorge Campos retired to take a Police Chief position in South Carolina in November. Upon Chief Inspector Campos' departure, Captain Jaime Kurnick was selected fill the vacancy in the interim. Internal Affairs is a direct report to Captain Kurnick and falls under the Professional Standards Branch.

In 2019, Internal Affairs moved from the GPD Headquarters to an off-campus downtown location. The Unit continued to be housed at the Wells Fargo Building at 104 N. Main Street. The new site has proven to be beneficial and has been well received by both members of the public and Department members overall.

In 2017, Internal Affairs purchased IA Pro Software and implemented its use. All of the data from previous programs, both AIM and RMS, was migrated over. The use of IA Pro continued in 2020. The IAPRO software captures an abundant amount of information and assists tremendously in creating reports and researching information. Internal Affairs data and information

is the regular subject of public records requests and the IAPRO software has reduced staff hours in preparing what can sometimes be very complicated and time intensive information.

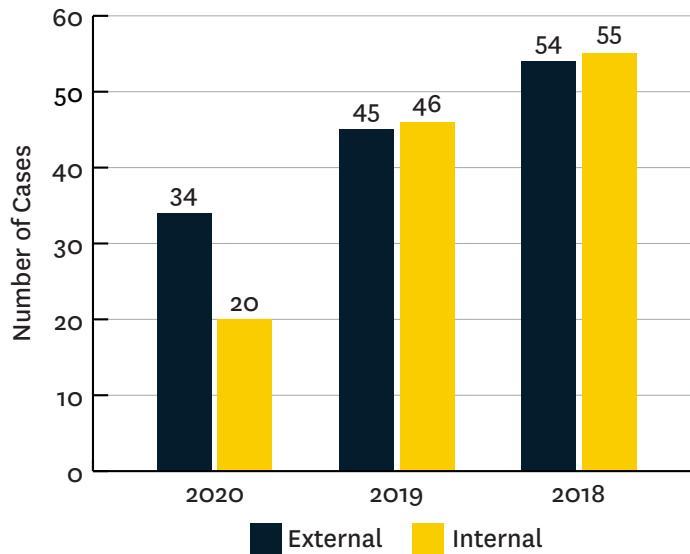
In addition, as part of the IA Pro Software, Blue Team is utilized. Blue Team is used in completing Use of Force reviews, Pursuit reviews, damaged vehicle incidents, Counseling/Training, Video reviews, Citizen complaints/referrals and other Bureau level actions. Blue Team works hand in hand with IA Pro and compiles and houses all of the data in one easily accessible location.

IAPRO also incorporates a viable Early Warning System. Early intervention has been shown to be effective in reducing misconduct, improving community relations, and reducing turnover. The purpose of the Early Warning System is to identify risk factors and correct behaviors through training and intervention.

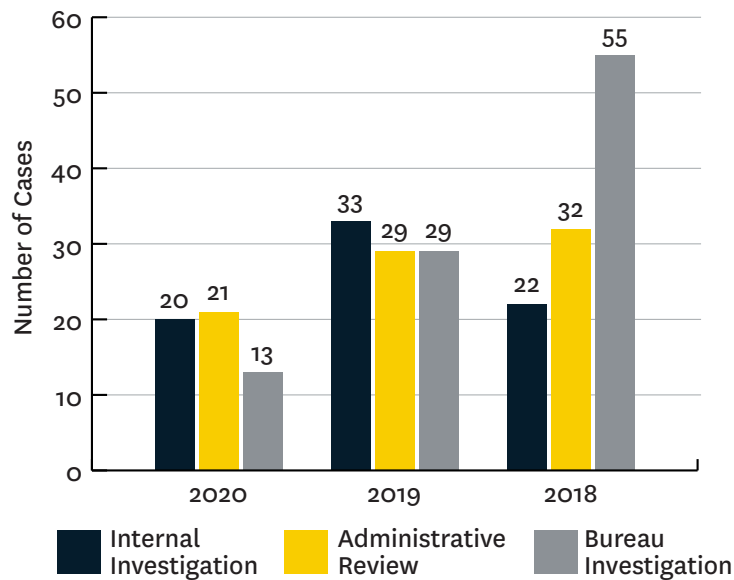
There were revisions made to General Order 26.5, Disciplinary System and Investigative Process, in 2020. The most significant change was the implementation of an Internal Affairs Review Panel made up of Command Staff personnel. The panel is presented in all cases that could result in disciplinary action and make recommendations prior to the discipline being handed out.

Internal affairs unit (IA)

Case Overview



Investigation Type



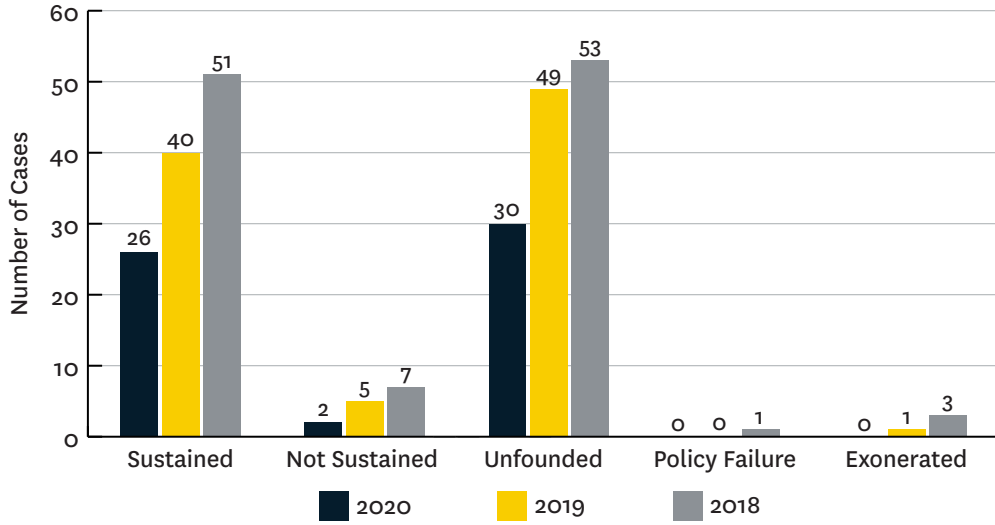
There were 54 complaints filed with Internal Affairs in 2020. Of the 54 cases received, 20 originated with internal complaints and 34 came from external sources. The total number of complaints received was down tremendously overall from the previous two years. External complaints have continued to reduce in comparison to the last two years. External complaints decreased by 11 in comparison to 2019. The COVID pandemic likely impacted some of these numbers.

Internal complaints (20) also decreased in 2020 compared to 2019, reducing from 46. Preventable crashes and pursuit violations were still the most common Internal Complaint. Four cases were associated with preventable crashes.

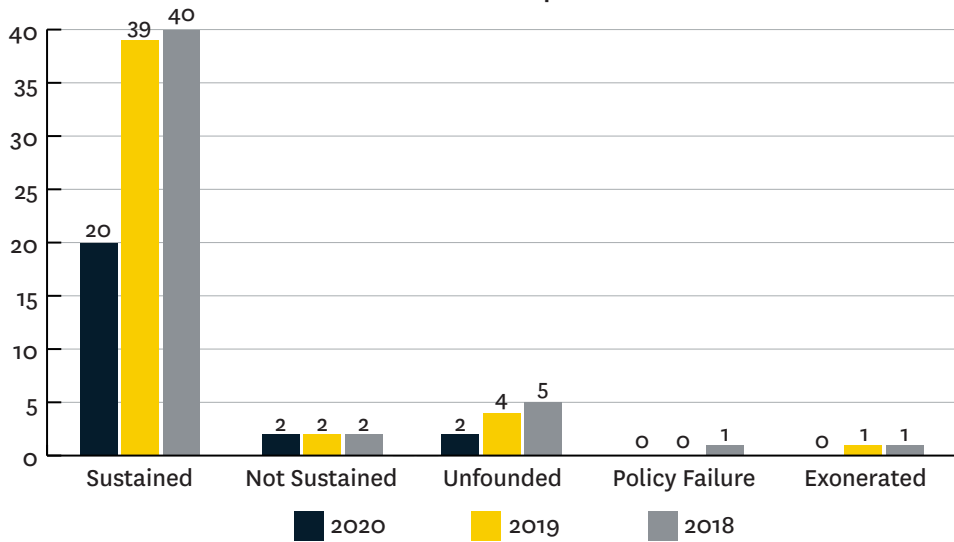
In 2020, the cases were concluded with 28 sustained findings, cleared three as not sustained, and 37 as unfounded. Included in this count and dispositions are 10 cases that were held over from the previous years (one from 2017 & nine from 2019). The case from 2017 was tolled because the involved employee was on military leave for three years. That was a sustained finding. Below are graphs showing a comparison of 2020 to the previous two years as well as a breakdown of how internal and external complaints closed in each year.

Internal affairs unit (IA)

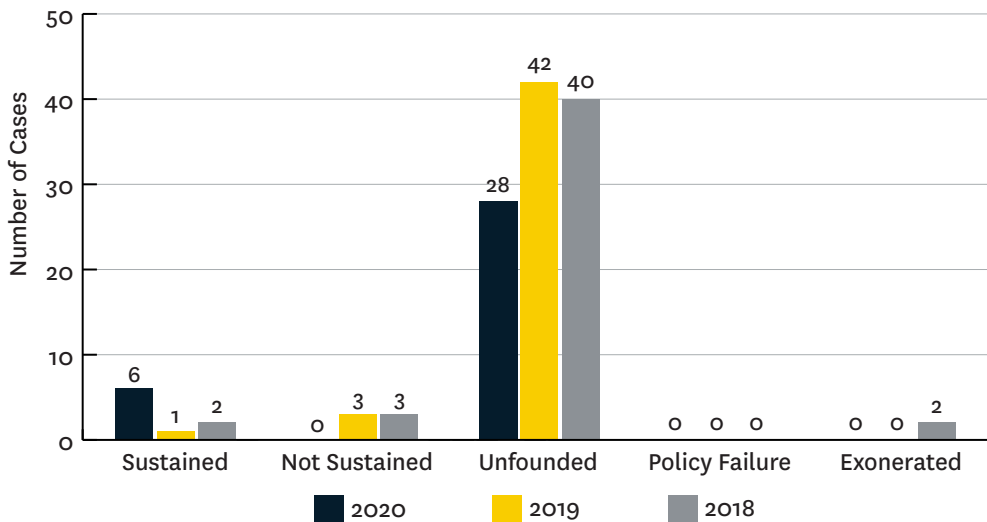
Case Disposition



Internal Complaints



External Complaints





Use of force review

The United States Constitution and Florida law allow police officers to use force to effect arrests and ensure public order and the safety of citizens and their property.

During 2020, tactics utilized by law enforcement came to the forefront and were under much scrutiny as a result of several high profile deadly force incidents involving law enforcement. As a result of some of these concerns, a Presidential Executive Order on Safe Policing was also issued to ensure that law enforcement agencies were in compliance with requirements as mandated by the Department of Justice Standards of Certification. The Gainesville Police Department conducted an overall review of Department policy, with an emphasis on the Use of Force policies based upon some of these mandates. CALEA also directed some of these same requirements.

Although a majority of recommendations were already part of the existing policy there were some updates and further clarification made. This included the stressing of the importance of safeguarding human life, establish communication, utilizing de-escalation techniques, and emphasizing the use of the Crisis Intervention Team when mental health is a contributing factor. The policy was also updated to specifically prohibit the use “carotid artery restraints and chokeholds” except in deadly force situations. Lastly, a Duty to Intervene policy was established that mandates department members to intervene when they observe another Department member conducting themselves in an unethical or unlawful manner. All of these updates were made in 2020.

In 2020, GPD responded to 89,124 Calls for Service. Officers and staff wrote 18,686 incident and crash reports. There were 1,762 custodial arrests made in 2020. 1,601 were adults and

161 were juveniles. There were also 190 Notice to Appear issued in 2020 and 2,185 Sworn Complaints completed. Notice to Appear and Sworn Complaints are not included in the custodial arrest category.

GPD officers used force in response to resistance a total of 43 times in 2020.

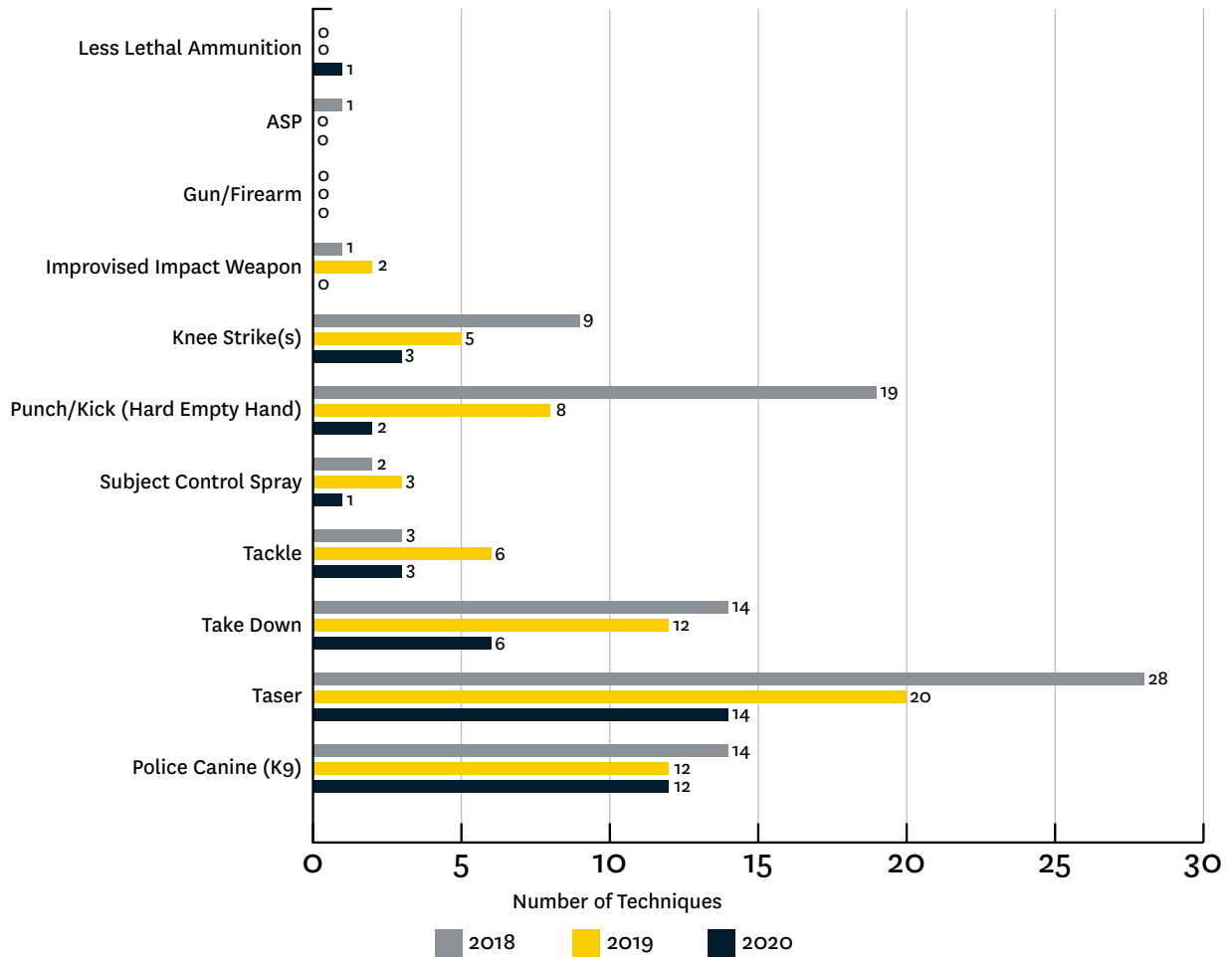
Of those 43 incidents, 27 resulted in felony arrests and 9 resulted in misdemeanor charges. Additionally, force was employed six times in cases where a person was being taken into custody for an involuntary health exam (Florida’s Baker Act/ Marchman Act). One case resulted in no criminal charges. In that incident a subject fled from a residence because he believed he had arrest warrants. A takedown was completed after he fled. It was later determined he had no existing warrants and was not charged criminally. Use of Force protocol was followed because he received minor injuries during the takedown.

The Gainesville Police Department had no Deadly Force incidents in 2020.

GPD used force in the 2.4% of the arrests made in 2020. (Excludes 7 incidents that did not result in criminal charges).

Use of force review

Use of Force



Public Information Officer

The position of Public Information Officer (PIO) for the Gainesville Police Department was recently converted to a non-sworn position. In June of 2020, Graham Glover, a Gainesville native and US Army Veteran, with public speaking and media engagement experience, was hired as the first civilian PIO for GPD.

The following is a list of some duties that the PIO is responsible for:

- Handles the daily requests from the media about events concerning the Gainesville Police Department and incidents being investigated.
- Conducts the majority of television, radio and print interviews regarding Gainesville Police Department issues, policies and incidents.
- Serves as a liaison and refers members of the media to appropriate members of the agency for other interview requests.
- Responds to major crime scenes to handle media requests and manage media access to those scenes.
- Assists and coordinates all press conferences initiated by the Department.
- Manages the Department’s Social Media (Facebook / Twitter / Instagram) and offers input on the website.
- Writes and directs the GPD TV show, broadcast on Chanel 12 and 4 locally, as well as YouTube.
- Provides still photography and videography services for agency events.

The PIO function at the Gainesville Police Department is an ever changing position with the main goal of promoting the positive image of the Gainesville Police Department to the citizens of Gainesville.

Police Advisory Council



It is the purpose of the Police Advisory Council to act in an advisory capacity to the Police Department by bringing to their attention feed-back from the community concerning public safety issues and law enforcement needs and actions. To this end the Police Advisory Council is devoted to facilitating the flow of ideas relative to police services for the continued improvement of the quality of life of its citizens.

The Police Advisory Council is tasked with the following objectives:

- To foster understanding and communication between the citizens of Gainesville and the Gainesville Police Department and to review and advise the chief in community relations between GPD and all segments;
- To increase involvement by the citizens and police in community programs;
- To review and advise the Chief on personnel policy and procedures as requested by the Chief/and or City Manager.
- Work to strengthen and ensure, throughout the community, the application of equal protection under law;
- To acquaint citizens with the operation of the Gainesville Police Department and its varied activities;

- Serve as a panel to discuss closed internal investigations for discussion purposes with regards to what processes may be considered in preventing the occurrence of future activities;
- To assist in crime prevention through the distribution of material on crime deterrence;
- To generate community interest and involvement in crime prevention, to include community oriented policing and other areas of community relations; and,
- Review and make recommendations concerning such other and further matters may be referred to the PAC from time to time by the City Manager or Chief of Police.
- The PAC also reviews all closed Internal Affairs Investigations and makes recommendations to the Chief as to their review.

The Police Advisory Council meets monthly with Chief Jones and other GPD leaders.

Operations Bureau

The Operations Bureau is the largest component of the Gainesville Police Department. It is charged with working with the community to provide police services to the citizens of Gainesville, Florida. The Operations Bureau is composed of the Patrol and Criminal Investigations Divisions and is commanded by Assistant Chief Lonnie Scott Sr.

The Patrol Division operates 24 hours a day, 365 days a year. The primary mission of this Division is the protection of life and property, enforcement of Florida laws and City ordinances, and to protect the rights of all people. The Patrol Division is divided into two Districts; District 1 which is primarily composed of everything west of 13th St to the City Limits and, District 2 which is everything east of 13th St to the city limits. Captain Paris Owens is the District

Commander for District 1 and is assisted by Lt. Tim Durst who serves as her second in command. Captain Jamie Kurnick is the commander for District 2 and Lt. David Rowe serves as her second in command.

The command staff of the Operations Bureau excels at community outreach and takes pride in their ability to work with various community organizations to assist in providing quality service and looks forward to expanding their partnerships to include all of our neighbors.

Currently, the Command Staff of the districts continues to work in partnership with representatives from other city, state and county agencies to work towards problem resolution.

Operations Bureau

The Gainesville Police Department is involved in our nation's Homeland Security efforts. Our Department continues to participate in the Regional Domestic Security Task Force and the City of Gainesville Emergency Management Team. Like the rest of the country, the Gainesville Police Department struggled with recruitment and retention of police officers due to the Coronavirus (Covid-19) Pandemic. This national issue severely impacted the Operations Bureau staffing which taxed the resources of GPD in 2020. Nevertheless, the men and women of GPD persevered to deliver exemplary services to the Gainesville Community. The following is a summation of 2020 performance measurements.

The Operations Bureau is the largest part of the Gainesville Police Department, comprising just over 63% of the sworn members of the agency.

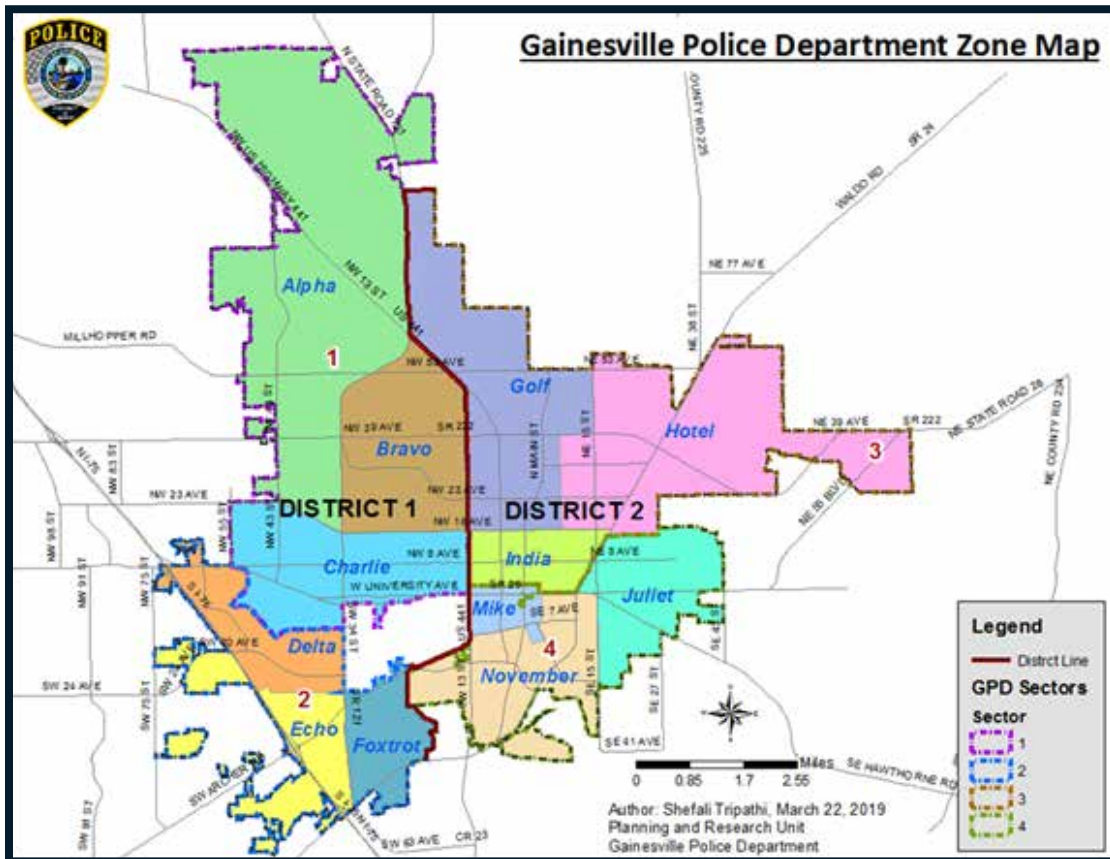
2020 by the numbers:

Calls for Service: **89,452**

Arrests: **4,532**

Written Reports: **15,032**

Patrol



The Patrol Division is the backbone of the Gainesville Police Department. This division is responsible for the normal patrol operations around the city. Our city is broken down into two main districts, East and West. Each district contains multiple patrol sectors and zones that are based on geography.

K-9 Unit



The Gainesville Police Department's Canine (K-9) Unit is assigned to our Patrol Support Bureau. Team members are among the most elite in all of GPD. When shootings, robberies, in progress burglaries or other priority calls are dispatched our K-9 teams are primary responders. Teams are regularly utilized to assist in criminal apprehensions, locate missing persons, detect narcotics, act as back-up, and assist with crowd control if needed.

GPD is allotted nine K-9 teams, eight of which are a part of Patrol while one team works highway enforcement with the Alachua County Combined Drug Task Force.

Each Patrol team must go through a rigorous 480 hour basic handler course which prepares them for the various and unpredictable situations they will encounter. All K-9 teams must be evaluated and certified by the Florida Department of Law Enforcement (FDLE) or other certifying entity before they are deemed to be patrol ready. The teams re-certify annually to ensure that they have maintained the highest level of proficiency. Handlers and their K-9 counterparts train at least 10 hours a week to prime their patrol skills.

Notable from 2020:

- K-9 Unit members usually participate in multiple demonstration where they educated and interacted with our neighbors, to include schools and other special events. Due to Covid-19 the Canine Unit did not conduct any demonstrations in 2020.
- The Unit tracked and/or apprehended 122 suspects in 2020, with only 12 of those apprehensions (8.9%) resulting in a bite.
- The K9 Unit cross-trained with several different specialty unit's last year, and plan to continue to do so in the future.
- Unit members also attended different advanced trainings during the year.

- The Unit was utilized during hundreds of arrest throughout the year and continues to be instrumental in arrests where citizen and officer safety is crucial, as well as locating missing/endangered citizens.
- In 2020 the Unit added a Gun Odor Detection Dog. This dog is trained to locate items such as guns, ammo magazines, ammo, and spent shell casings. Many times these items are discarded or left at crime scenes and might go undetected. In 2020 several guns were located because of the Units addition.
- The Unit was instrumental in numerous robbery/burglary investigations and other on-scene tracks for violent crimes.

Traffic Unit



The main objective of the Traffic Unit is the reduction of traffic related injuries and fatalities.

This is accomplished through proactive enforcement efforts, coordination with city traffic engineering, and community education programs designed to create a higher awareness of traffic safety on Gainesville's roads.

One such way was utilizing grant funds from the Florida Department of Transportation (FDOT) which allowed the Traffic Unit to conduct high profile education details targeting alcohol awareness, distracted driving, and the Safe Motorcycle and Rider Techniques (SMART) course.

The Traffic Unit strives daily to make Gainesville's roadways safe. They routinely analyze traffic crash data and review citizen complaints. Once an area of concern involving moving traffic violations has been identified, officers aggressively and proactively address those violations especially those that contribute to traffic crashes or, which may result in damage and/or injuries to our citizenry.

Eight members, including one sergeant, staff the Motorcycle Unit within the Traffic Unit. The motorcycle fleet is comprised of Harley Davidson Police Road Kings equipped with Air-cooled, Twin Cam 114 cubic inch (1868cc) or 107 cubic inch (1753 cc) engines. Motorcycle Officers operate within the Traffic Unit, as a City-wide function. Motorcycles have increased visibility, accessibility, greater mobility, and ideal for traffic enforcement and special escorts.

The Traffic Unit is also responsible for the investigation of traffic homicides that occur within the city limits. Officers investigating crash scenes where serious injury or death occurs use the latest in laser technology and computer equipment to investigate and map the scene of the incident for later reference for court.



In 2020, unit members issued 2,503 citations, investigated 16 fatal traffic crashes, and 18 crashes resulting in traumatic or serious bodily injury.

Police Service Technicians



In 2020, 22 service technicians were dispatched to 8,691 calls, wrote 1,648 investigative reports, responded to 1,536 traffic crashes, wrote 995 traffic citations, and took 61 sworn complaints.

A Police Service Technician (PST) is a uniformed civilian member of the Gainesville Police Department. PST's provide non-emergency police services to the community.

PST's work in the field providing services including traffic crash investigations, burglary investigations, forgery investigations, processing crime scenes for evidence, parking enforcement, and traffic direction. PSTs also provide fingerprinting services for the public at the front desk of the Gainesville Police Department.

PST's do not handle in-progress crimes, incidents where the suspect is on-scene, or cases where there is a confrontation between individuals. Some of the specific incidents that PST's do not handle are: murder, robbery, sexual battery, abductions, narcotic violations, and disturbances.

PST's do not carry weapons of any type. PST's do not make physical arrests. PST's do issue parking citations, traffic citations, and complete sworn complaints.

PST's do not work for the patrol officer. They are an independent function of the Gainesville Police Department and are an essential component of the Gainesville Police Department.

PST's primarily work between the hours of 6:45 a.m. and 7:30 p.m. Monday through Friday.

School Crossing Guards



GPD provides Guards at all public school's crossing intersections to ensure the safety of our children. These guards act as protectors and mentors for the children.



School Crossing Guards are the first person of authority your child sees each day on their way to school, and the last on their way home.

Investigations Bureau

The Investigations Bureau is commanded by Captain Anthony Ferrara and consists of the Criminal Investigations Division and the Special Investigations Division.

Criminal Investigations Division

The Investigations Division includes Criminal Investigations, the Forensic Crime Unit, the Special Operations Unit and the Internet Crimes Against Children (ICAC) Task Force.

The Division is responsible for, but not limited to, the following types of investigations; homicide, robbery, sex offenses, child abuse, aggravated assault/battery, burglary, grand theft, fraud, forgery, vehicle thefts, internet crimes against children, domestic violence, missing persons, burglaries, grand theft, fraud, forgery, embezzlement, arson, computer crimes and credit card crimes.

In addition, detectives monitor and inspect secondhand dealers and pawn shops to make sure that these establishments are complying with state and municipal laws governing their operations. We conduct regular checks on sexual offenders/predators to make sure that they are in compliance with state and local requirements. We conduct regular checks on juveniles that are on probation, curfew, or home detention sanctions. We are also very proud of our follow-up assistance that we provide to victims of both personal and property crimes by our Detectives and victim advocates.

In 2016, the Sexual Crimes Unit joined forces with the Alachua County Sheriff's Office and the Florida Coalition against Sexual Violence to study trauma-informed sexual assault investigations. By understanding trauma and its effect on the human brain,

detectives can better investigate cases involving sexual violence. GPD already maintains a website, www.ReportRapeGainesville.org which allows victims of sexual violence to educate themselves on their rights and the resources available to them. Investigators understand that this is a very traumatic time for victims, and our investigators and officers continue training on Forensic Experiential Trauma Interviews to help fully uncover what victims are able to remember about their individual cases.

The Criminal Investigations Division has detectives assigned full-time to different federal task forces. Two detectives as liaisons to the US Marshals, Florida Regional Fugitive Task Force. One of these detectives is assigned full-time to the task force. This relationship allows GPD to tap into the reach of the US Marshals in felony cases where the suspect flees our area. Another detective is assigned to the FBI Gang Task Force which is instrumental in identifying gang activity in our area.

The Gainesville Police Department also maintains other task force affiliations. One GPD Detective is assigned to the US Secret Service North Florida Financial Crimes Task Force and another to the FBI's Joint Terrorism Task Force. These relationships are very beneficial for our city due to the enhanced relationships built with these federal agencies.

Internet Crimes Against Children Task Force (ICAC)



The Gainesville Police Department is proud to be the host agency for The North Florida Internet Crimes Against Children Task Force (ICAC).

ICAC was established in 2003 and is funded by federal grants authorizing the Gainesville Police Department to act as the host agency for the northern 38 counties of Florida.

The purpose of the grant is to provide local law enforcement agencies with the funding necessary to combat the online exploitation and solicitation of children. As these types of crimes do not often result in 911 calls for service, funding at local levels is rarely devoted solely to such investigations.

The purpose of the Task Force is to create a cooperative environment between all law enforcement agencies that operate within the member agencies' jurisdiction. On a regular basis

municipal, county, state, and federal authorities employ their combined resources in joint investigations, made possible by the network created by this Task Force. In addition to human resources, the cooperation between Task Force affiliates provides opportunity for computer examinations for those agencies which otherwise do not have that option.

In addition to agencies such as the Federal Bureau of Investigation, Homeland Security Investigations, and the Naval Criminal Investigative Service, the Task Force is also comprised of advocacy centers and state agencies such as the Florida Department of Law Enforcement and the Office of the Attorney General.

The following counties are within the North Florida ICAC Task Force area of responsibility: Alachua, Baker, Bay, Bradford, Brevard, Calhoun, Clay, Columbia, Dixie, Escambia, Flagler, Franklin, Gadsden, Gilchrist, Gulf, Hamilton, Holmes, Jackson, Duval, Jefferson, Lafayette, Leon, Levy, Liberty, Madison, Marion, Nassau, Okaloosa, Putnam, Santa Rosa, St. Johns, Suwannee, Taylor, Union, Volusia, Wakulla, Walton, and Washington.

Forensic Crime Unit

Investigators respond to major crime scenes to photograph, document and collect evidence and process the scene for latent prints. Each Forensic Crime Unit Investigator is equipped with a fully equipped crime scene vehicle. These vehicles contain all of the equipment necessary to process most crime scenes. They have cameras and print processing equipment, shoe wear and tire impression casting equipment, additional lighting, metal detectors, portable alternate light source equipment, borescopes, trajectory kits, ladders and many other items. Investigators also utilize a large workroom where evidence can be examined more closely. In the workroom, we have individual assigned & secure lockers, large tables to examine items, chemical processing equipment for latent prints, photography workstation, and large drying lockers. The Forensic Crime Unit works closely with the Florida Department of Law Enforcement in Jacksonville for additional processing and analysis.

The Latent Print Examiner utilizes the Automated Fingerprint Identification System (AFIS). In 2020 they analyzed 1,134 latent print submissions, 515 were AFIS quality entries, which resulted in 137 AFIS hits. The Latent Print Examiner made 231 identifications for the year.

The Photograph Technician stays up to date on digital cameras and digital video recordings systems. We also utilize evidence.com online digital evidence platform. All Sworn Police Officers and Police Service Technicians are issued smartphones. Personnel use the smartphones to take digital photographs of crime scenes to upload into our database or directly into evidence.com.

Our unit is also tasked with State Attorney's Office requests. These requests can be for processing items collected, sending things to FDLE, copies of DVDs, and sharing photographs taken by our officers/PST's. The unit completed 2,941 State Attorney's Office requests for 2020.

Our crime scene investigators do a great job at the scene collecting and preserving evidence and they work together to figure out the most challenging crime scenes. They are constantly attending training classes, webinars, or learning from each other to better enhance the unit. The Forensic Crime Unit works with the Criminal Investigations Division on a daily basis to prepare evidence which may be needed for the prosecution of cases by the State Attorney's Office.



The Forensic Crime Unit consists of five investigators including one sworn police officer, and four civilian investigators, a photography technician, one latent print examiner and a supervisor.

Special Operations Division (SOD)

The Special Operations Division is divided up into three Specialty Units; Street Crimes, Burglary and the Financial Crimes Unit.

The Special Operations Division is comprised of three squads; Property Crimes, Financial Crimes and Street crimes. The Financial Crimes Unit is responsible for grand thefts, fraud, forgery, vehicle thefts, embezzlement, computer crimes and credit card crimes. The Property Crimes Unit is responsible for all Residential, Structure and Conveyance Burglaries. The Street Crimes Units primary role is to coordinate details to combat open-air drug markets, respond to citizen complaints, provide referrals of drug activity to the drug task force (DTF) and proactively patrol areas experiencing increased criminal activity.

The Division has one Lieutenant, two Sergeants, and 12 Detectives. Property Crimes Unit currently has six Detectives with two vacancies. Financial Crimes currently has three Detectives

and one vacancy. Street Crimes Unit has three positions that are currently vacant and have been moved to CIU.

In 2020, Burglaries and Auto Thefts had seen a significant increase, due to this increase the Special Operations Division adopted the “Tough on Two” mindset focusing and prioritizing Burglaries and Vehicle Thefts with the added focus on juveniles for 2019. With the collaboration of Alachua County Sheriff’s Office, Juvenile Probation and Parole and assistance from the State Attorney’s Office we were able to not only decrease the number of crimes but made several significant arrest during the time period. Crime reports were down in each of the categories with conveyance burglaries showing the biggest decrease of -15.05%. In 2020 we saw an additional drop in property crime rate to -10.2%

During 2020 the Division has closed many significant cases to include several burglary sprees and high profile fraud cases throughout the City of Gainesville.

Special Investigations Division (SID)



The Special Investigations Division (SID) is a part of the Gainesville -Alachua County Drug Task Force (GACDTF).

The GACDTF is a collaborative effort between the Gainesville Police Department, the Alachua County Sheriff’s Office, the University of Florida Police Department, and the Florida Department of Law Enforcement. The Drug Task Force targets illegal drug activity at three levels. The Drug Task Force investigates street-level drug crimes that occur throughout the City of Gainesville and Alachua County. Detectives assigned to the street-level Narcotics Squads identify and arrest subjects who are selling drugs in neighborhoods and affecting the quality of life for the residents in the area.

The Drug Task Force also has detectives assigned to state and federal drug task forces to increase the impact of local drug cases. The Drug Task force recently became part of the Federal HIDTA initiative (High intensity Drug Trafficking Area) and the Drug Task

Force is receiving Federal funding to assist in the investigation of narcotics cases.

- The HIDTA Squad investigates mid-level suppliers of the street-level dealers. These mid-level dealers often extend beyond the City of Gainesville into surrounding cities and counties.
- The DEA Task Force investigates upper-level suppliers of drugs. Many of the upper-level drug investigations extend to other states and countries. Both task forces work toward significant State or Federal prison sentences for serious drug offenders. The investigations of mid- and upper-level suppliers often develop from street-level cases made by the Narcotics Unit when working community problems.

GPD’s SID personnel also work as part of the Alachua County Sheriff’s Office’s Combined Alachua Drug Enforcement Team (CADET). The Mission of the CADET Initiative shall be to pursue, disrupt and dismantle major drug trafficking organizations (DTOs) by identifying, arresting and prosecuting individuals or networks responsible for the importation and distribution of illicit drugs in Alachua County.

In 2020, the CADET Initiative resulted in 127 arrests on a total of 371 cases. A large amount of illegal narcotics worth a total street value of \$2,101,851 was seized alongside \$1,372,361 in cash and assets.

Special Weapons and Tactics (SWAT)



The Gainesville Police Department Special Weapons and Tactics Team is an elite team of officers that are specially trained to handle threatening situations that fall outside the capabilities of patrol officers.

SWAT is used for other unusual occurrences, including barricaded subjects, sniper situations, dignitary protection and other special assignments. Each SWAT team member is fully equipped and able to respond directly to the scene of an incident for immediate deployment. SWAT also works closely with the Department's Negotiations Response Team (NRT) in order to assist the Incident Commander at a particular situation in working toward a successful negotiated resolution. The SWAT team is made up of 25-30 officers, including four snipers, five tactical medics from Gainesville Fire Rescue and a SWAT physician. SWAT team members train religiously and work to stay in top physical form. Members are required to train twelve hours a month and at least one full week a year.

Negotiations Response Team (NRT)

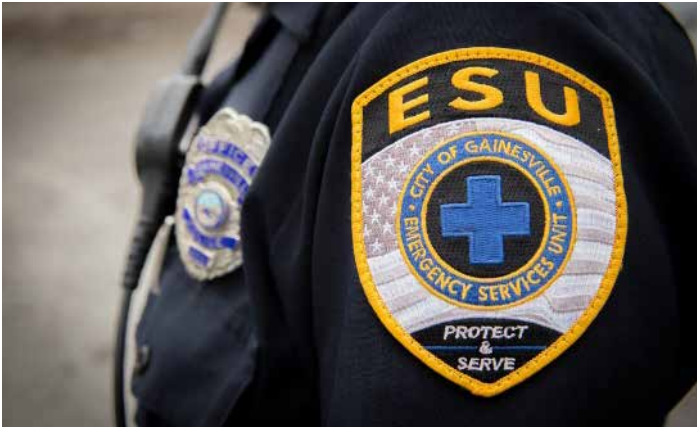
The Gainesville Police Department's Negotiations Response Team assists the other specialized teams of the agency such as the Special Weapons and Tactics team (SWAT) or the Emergency Services Team (EST) when dealing with high-risk situations involving armed or unarmed subject(s). The Gainesville Police Department's Negotiation Response Team also responds to assist members of our community when they are in times of crisis.

The Negotiations Response Team responds to potentially dangerous barricaded subjects. NRT works with SWAT to ensure the public remains safe while NRT negotiates with armed barricaded persons. The Gainesville Police Department's Negotiations Response Team focuses on scenario-based training involving joint exercises with the Alachua County Sheriff's Office Negotiations Response Team. This inter-agency training involves hostage rescues and persons-in-crisis scenarios.



Negotiations Response Team members are specially trained in interpersonal communication and negotiation tactics.

Emergency Services Team (EST)



The Emergency Services Team acts as a bridge between the normal patrol officer and SWAT.

EST members are designed to be a rapidly-deployed team to answer threats of active shooters. More and more active shooter incidents are occurring around the country, and it is vitally important that GPD have a team in place to handle the worst if it should ever visit our city.

EST members also receive enhanced medical training to better handle these incidents prior to EMS arrival. EST's efforts are never intended to replace traditional EMS, but to provide medical care in an environment not yet deemed safe for those workers.

Honor Guard

The Gainesville Police Department Honor Guard consists of 16 members who provide Close Order Drill and Ceremony duties for a variety of functions. Those details include Color Guards for Swearing In, Promotional, Retirement, and Awards Ceremonies for both GPD and other City entities.

The Honor Guard marches annually in the UF Homecoming Parade and other parades upon request. The Honor Guard participates in the Local Police Memorial Service, State Police Memorial Service in Tallahassee, and National Police Week in Washington DC where they have competed in the Drill Competition. The Honor Guard also participates in community functions such as St. Patrick's Catholic School, at the VA Hospital for special presentations regarding Veterans, at Santa Fe High School for static presentation, and local Little League Playoffs.

The Honor Guard also conducts Funeral Services for all GPD Retirees and those killed in the Line of Duty. Members of the Honor Guard are dispatched throughout the State of Florida to attend all Funerals of law enforcement personnel killed in the Line of Duty.

While these tasks vary from joyful to solemn, the members of the Honor Guard represent the Gainesville Police Department and the City of Gainesville with great pride and attention to detail.



Youth and community services division



The Youth and Community Services Division YCSD consists of many different units that serve our youth and other areas in the community.

GPD places great emphasis on this division as we realize that our youth are our most impressionable members of the community.

Multiple individual units, which will be detailed in the following pages make up the YCSD.

Disproportionate minority contact initiative

The Gainesville Police Department has continued its efforts to address DMC and R.E.D. through training, education, and policies. Although youth of color in the City of Gainesville represent only 23% of the population, they represent 75%-85% of our juvenile arrests. Chief Tony Jones received a grant from the Center for Children's Law and Policy in 2012 and began a comprehensive evaluation to understand why youth of color are being disproportionately arrested and how Law Enforcement could mitigate these encounters and support better outcomes for youth of color. While law enforcement reconciled many of its traditional policing strategies that contributed to poor outcomes related to youth, Chief Jones recognized other community and family factors consistently present with our at-risk youth; poverty, housing, lack of early education, trauma, transportation, out of school activities, mentors and inconsistent family support.

Since 2013, Chief Tony Jones has implemented and phased in the following strategies:

- Create a System of Care supported by the Alachua County School System that addresses trauma and other educational barriers.
- Begin Police/Youth Dialogues that bring Officers and youth together for discussion, activities, and dinner.
- Stop arresting youth on probation in schools for school misconduct.
- Reduce on-campus school arrest
- Policy that directs Civil Citations be issued for 1st and 2nd time offenders who commit misdemeanors.
- Officer discretion to NOT arrest juveniles involved in domestic violence.
- Policy to stop arresting youth 12 years of age and younger.
- Support a summer program for selected at-risk youth called HEROES.
- DMC training, Procedural Justice Training, Trauma Informed Training, Fair and Impartial Policing Training (implicit bias training).
- Strengthening Reichert House's role in supporting male Youth
- Collaborate and Support Heatwave during the summer.

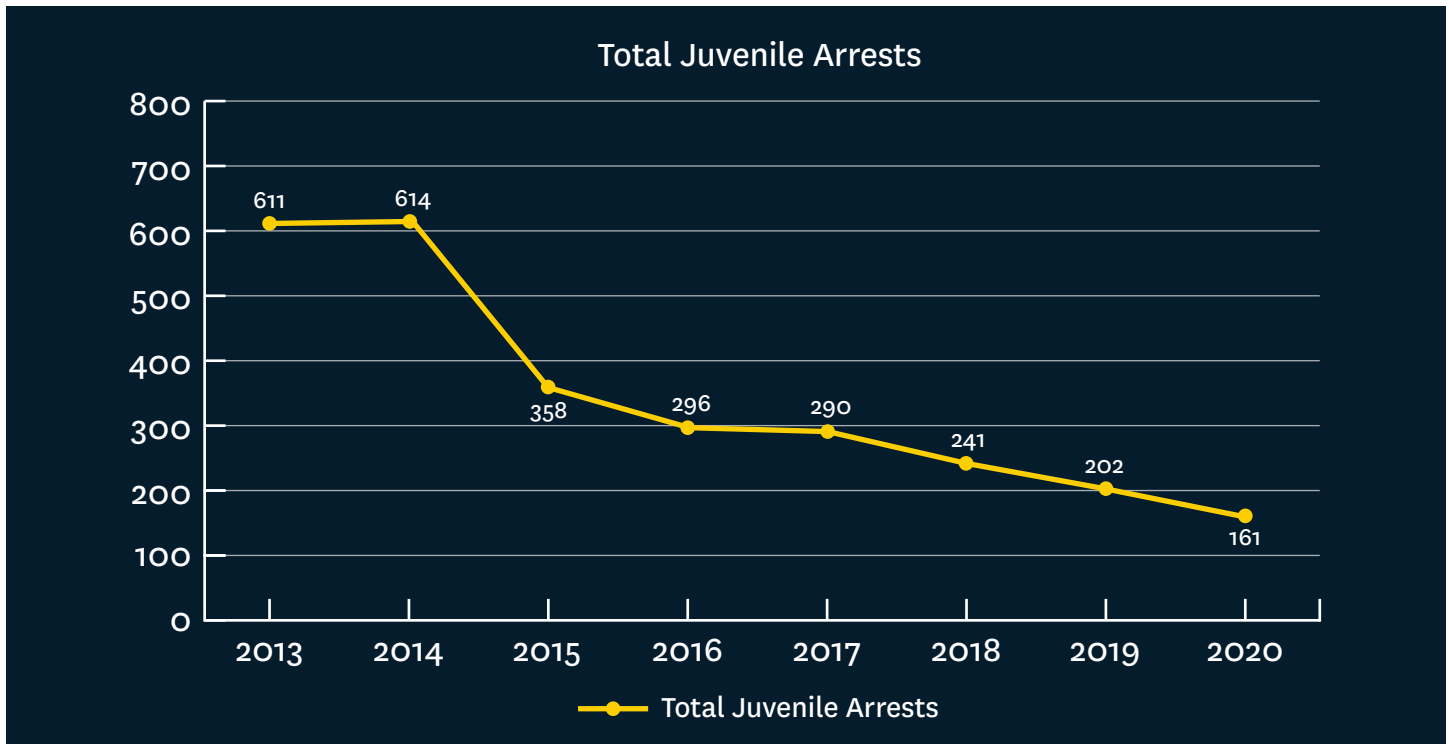
We are now leading the efforts in reducing the arrests of black youth in our community.

From 2014, GPD showed a reduction of 60% in the number of black youth arrested.

How did we accomplish that?

- We developed alternatives to arrests through our collaboration with Meridian and Corner Drug Store.
- We gave our officers and supervisors other options besides arresting our youth.
- We now demand the issuance of Civil Citations for first time misdemeanor offenders.

Disproportionate minority contact initiative



In 2020, the number of Juvenile Arrests fell to: 161.

Police/youth dialogues



Since 2012, GPD has used Police / Youth Dialogues to help spread knowledge and understanding.

These monthly dialogues pair up 10-15 at-risk youth with 10-15 police officers for an open communication. These dialogues promote trust and understanding between the youth in Gainesville and with police. The officers foster relationships with the youth in the neighborhoods they patrol which will positively affect future interactions.

Through these dialogues, we hope to encourage the participating youth to develop a new understanding of police

officers and the law. It also enhances officers' abilities to de-escalate complex interactions with the youth.

A typical session lasts five hours. For the first hour, the group of youth and the group of officers meets separately.

The officers discuss the goals of the evening, and learn about youth brain development. The youth also discuss goals, and get a chance to share their dreams and aspirations. Separately, both groups participate in an "A to Z" exercise, where both groups go from A to Z and use an adjective to describe the other group. What the groups don't realize...is their responses are shared with the other group!

When the group comes together in one room, everyone goes around the room for introductions, and an icebreaker exercise is completed. Then, the "A-Z" exercises from both groups are shared in the room, and a dialogue commences. These dialogues generally begin somewhat reserved, but at the end, both the officers and youth have gained a new appreciation for one another.

Dinner is then served, and each youth is paired up with a single officer - to discuss why the officer chose their career and for the youth to talk about their accomplishments and proud moments.

The final group session includes role-play where the youth get to act as police during scenarios!

Police/youth dialogues

Surveys are created by each group pre and post the session... with BOTH groups showing a marked increase in the respect and trust of one another!

To date – over 100 sessions have been completed, and almost every single Gainesville Police Officer has participated at least once. GPD firmly believes these dialogues address misconceptions regarding the police and misconceptions regarding youth – black youth in particular.

Despite COVID in 2020, and in light of national criticism surrounding Law Enforcement, GPD was able to participate in three (3) dialogues that included 45 youth and 45 Police

Officers. These dialogues were conducted off site at 2 different High Schools while having COVID safety protocol in place. Conversations with Law Enforcement and youth cannot be a one-off but must be continually encouraged and fostered through courageous discussions while humanizing Officers in the eyes of our most vulnerable. “Trust” continues to be the gold standard for Law Enforcement and the communities they serve, but strengthening that trust can only be accomplished through dialogues and transparency.

HEROES / BRAND program

GPD, along with a number of community partners has been helping support our local youth through our HEROES / BRAND summer initiative.

The program aims to Help, Empower and Rebuild local youths to Overcome difficult situations. The program also Educates the youth on how to Succeed in life! The HEROES Program was established in 2015 and continues today.

The BRAND portion helps youth develop their own identity, unique to that youth, understanding that their BRAND is defined by their behavior and accomplishments.

The 2020 HEROES program was funded through a grant from the Alachua County’s Children’s Trust in addition to a few donations. GPD was able to identify 12 youth who participated in Summer activities to include; Field trips to the beach, Wild Adventures, basketball, Go-Carting, Blue Springs (several times), Escape Room, Life Skills, i.e. CPR, vehicle maintenance, and many more activities that challenged the youth while strengthening relationships with Law Enforcement. GPD HEROES continues to be a very popular program where youth are identified through schools, DJJ, and community leaders.

The HEROES program features activities that motivate the youth, and provides vocations skills and certifications needed for job readiness. Additionally, the program provides opportunities for community service, fun activities and out-of-town trips.

The males have heard about etiquette and also received training on resume writing and job interview skills. Attendees had a chance to use those skills in a real-world dating and job interview scenario. Community members acted as potential employers to give the participants a chance to practice their skills, and local sorority sisters went on lunch dates with the men to allow them to practice etiquette!

Some of the other activities have included a ropes course, tours of UF and the US Navy Mayport Station, and a Rays baseball game in St. Petersburg. Additionally, the youth learned life skills such as cooking and basic vehicle maintenance.



Through programs like HEROES/ BRAND and Summer Heatwave, the number of juveniles arrested during the summer months has decreased by 63% since 2014!

Crime prevention



The Crime Prevention Officers, (CPOs) are responsible for the development, implementation, and maintenance of programs that focus on reducing the instances and impact of criminal activity within the community. The primary goal of the CPOs is to increase community awareness and motivate citizens to become actively involved in helping to reduce crime.

Notable programs and initiatives in 2016 focused on the rising problem of vehicle burglary and auto theft. CPOs created the “Stuff Gruff,” a fictional character that can’t help himself but steal.

GPD’s Crime Prevention Officers also coordinate a Citizen’s Police Academy and a Faith-Based Academy. Both programs allow members of the community to learn more about the police department’s operations.



Volunteers



The Gainesville Police Department currently utilizes two types of volunteers: Level I and Level II.

Level I volunteers are our in house volunteers that are assigned to various administrative duties. Some examples of these include

assisting with property and evidence, assisting the airport officers, working in crime analysis, compiling party patrol data, and also working on special assignments as requested by the

operations districts. There are also many opportunities to work special events with the Crime Prevention Unit.

Level II volunteers are our Citizens on Patrol which is a voluntary program developed to meet the changing needs of the community and to further promote the city’s philosophy on Community Oriented Policing.

Our volunteers aid in the reduction of crime, strengthen the relationship between the community and the agency, and help provide safety and security within the city’s neighborhoods.

Despite the threat of COVID-19, in 2020 GPD’s Volunteers logged over 3,500 total hours of service to the city!

Gainesville police explorer post 917



The Explorer Program is a young adult program for high school students.

The intent of the Police Explorer Program is to educate and involve youth in police operations and to interest them in law enforcement functions. Through youth involvement they become aware of the many facets of the law enforcement career field. The program also aids them in becoming aware of the community around them and how to be involved as citizens in their neighborhood.

The focus of the Gainesville Police Explorer Post is the development and training of the youth in leadership, discipline, life management, community service, education, communications, and much more. Their participation in the program is voluntary. The members meet once a week to discuss future events and to train on a variety of topics.

Post 917 have annual City events that they are responsible for. They assist the Gainesville Police Department as extra eyes and ears during these events and activities. A few to name are Downtown Arts Festival, Spring Arts Festival, 5th Avenue Arts Festival and many more.

Members of Explorer Post 917 represent the State by having seats on the Board of Florida Association of Police Explorers this year!

Even during the 2020 Covid Pandemic, the GPD Explorers were able to:

- Jan: attended a day training in Orlando with Florida Association of Police Explorers (FAPE).
- April: attended another training in Orlando with Florida Association of Police Explorers (FAPE)
- June: had an end of the year ceremony and reward trip to the beach for the day.
- July: kids participated as Youth counselors in the Junior police Academy
- Oct: a drive thru trunk or treat
- The kids accumulated just over 500 hours for the year.



To be a member of Post 917 a student must:

- Complete an application and have an interview with the Post Advisor
- Have the consent of Parent or Guardian
- Between the ages of 15 (entering 9th grade) and 20
- A resident of Alachua County Enrolled in school and have a GPA of 2.5 or higher
- No felony convictions or misdemeanor convictions involving moral turpitude, perjury, or making false statements
- No history of drug abuse and living a free lifestyle of illegal drug use
- Free of alcohol and tobacco
- Submit two letters of recommendation (from community leaders and not relatives)
- Even with Covid we were able to participate in a few small events

Cadet program



GPD Cadets are compensated for up to 30 hours per week. This includes class time and working at GPD. The Cadet is employed in a temporary part-time status by the police department.

Expectations and standards are high. There are no benefits with this position.

A future with the Gainesville Police Department is available for those qualified.

This dynamic program has two distinct components, education and training.

This program can provide employment and college tuition for the qualified applicant. Cadets are eligible for a full scholarship at Santa Fe College and an opportunity to be trained in practical law enforcement knowledge and skills. An applicant who successfully completes the process will become a Cadet with the Gainesville Police Department and become a student at SFC. Uniforms and equipment are issued. Cadets will follow the rules and regulations outlined by the City and the Gainesville Police Department.

Education is the goal. Maintaining a 2.5 GPA with a full class load can be long and hard. When a Cadet is not in class or studying, the other hours are spent with the Cadet Coordinator or other divisions in the police department. Training is geared toward developing the Cadet's skills in many areas of law enforcement. This position involves working in the cadet program, which is designed to facilitate training, education and employment opportunities youth.

Minimum qualifications:

- Must be at least 17 years of age.
- Must be a high school senior and eligible to attend or attending Santa Fe Community College.
- Must have satisfactory academic record.
- Must be a U.S. citizen.
- Valid Florida Driver's License with good driving record required at time of employment.
- Must have good moral character.

This is an academic scholarship program and candidates must have an interest in pursuing a career in Law Enforcement. Applicants must successfully complete a polygraph examination administered by a certified Polygraph Examiner. The primary focus of this component is to assist in determining the accuracy of information provided by the applicant during the selection process.

Junior police academy



The Gainesville Police Department knows that kids need something to do during the summer months while they are out of school. The Junior Police Academy was created in 2016 by a GPD School Resource Officer to give the students something fun to do...all while learning about police work.

GPD runs two Junior Police Academies each summer – each being a week-long class.

The students receive presentations and instruction from all divisions across the Department, and their days are also supplemented with physical training sessions.

GPD hopes to continue the program moving forward.

Please visit:

www.gainesvillepd.org to learn more about this great program!

School resource officers

The Gainesville Police Department's School Resource Officer (SRO) Program is comprised of full-time, sworn police officers at a majority of public schools within the city.

The SRO program provides an increased level of effective interaction between the Police Department, students, school officials and parents. This liaison between the Police Department and the Alachua County School District facilitates the rapid resolution of minor problems before they become significant. While SRO's are fully trained police officers with arrest authority, their primary focus is working with the schools administration to maintain a safer learning environment.

A typical day for a SRO may include:

- Consulting with school officials regarding issues at the school or in the community.
- Investigating the circumstances surrounding crime which may have occurred on the school grounds.
- Conflict intervention/resolution between students.
- Providing advice to a troubled student.
- Teaching law-related topics to students in a classroom setting.
- Building a positive rapport with the students at the schools.



Reichert House



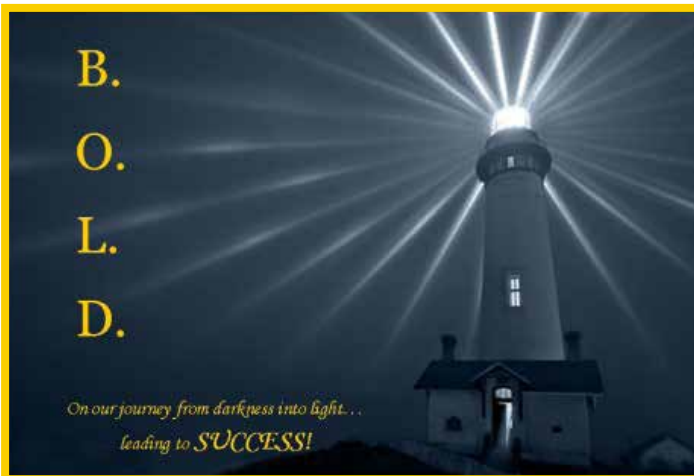
The GPD Reichert House is an after school program designed for 2nd–12th grade youth who are in need of assistance in making the transition from adolescence to adulthood. The Reichert House is operated in a paramilitary fashion and has an elementary, middle school and separate high school component.

The Reichert House offers a combination of discipline, work, and social and recreational activities which foster a balanced environment for those enrolled.

A sampling of the activities and events that occur each year include:

- Academic assistance
- Etiquette training
- Employment through YES program
- Trips to local institutions and other cities and theme parks in the region
- Anger/Stress management techniques and training

B.O.L.D program



The Brave Overt Leaders of Distinction (B.O.L.D.) Program was started in 2010 to provide assistance to young men between the ages of 16-24 who needed professional guidance in addressing their life situations and circumstances. These young men needed community resources or services for the intervention and/or prevention of criminal activity and/or incarceration. Many were unemployed, under-employed and/or under-educated. At that time, many of these young men had dropped out of school, been incarcerated or were homeless.

- Participants have been in the criminal justice system and need assistance with their path towards personal success.
- Participants lack a high school diploma or GED and are currently unemployed.
- BOLD provides education, work and life experience.

Planning and research

The unit engages in planning, administering and coordinating the delivery of department planning services and programs.

The police planner is responsible for research and preparation of complex reports and projects and conducts strategic planning, staffing and workload studies, response time analysis, and the evaluation of new technology and procedures in law enforcement. The unit works collaboratively with various city departments and external agencies.

In 2019, the unit created the first ever in-house 3-year strategic plan for GPD.

The Planning and Research Unit answers directly to the Office of the Chief.

Crime analysis

GPD's proactive patrols are guided by data compiled by the agency's Crime Analysis Unit.

Every report taken and call for service answered by officers generates data. GPD's Crime Analysts use many different computer systems and databases to study this crime information. The Crime Analysis Unit studies the crime patterns and trends in an effort to utilize GPD resources as efficiently as possible.

Crime Analysts use three main types of analysis in police work:

- **Tactical Crime Analysis** looks at current or short-term patterns in crime. They study ongoing cases and are able to assist detectives by showing similarities to other crimes.
- **Strategic Crime Analysis** is a long-term look at crime trends and patterns. By studying this data, GPD's Command Staff can make decisions on redeploying personnel throughout the agency to more effectively manage crime long-term.

- **Intelligence Analysis** is the study of the person(s) committing crime. Crime Analysts try to look deeper into suspect(s) lives to determine why a person may commit a certain crime.

In addition to ongoing analysis, GPD's Crime Analysts also respond to numerous requests from within the agency to provide statistics and reports.

Crime Analysis information will also be presented at the weekly Stratified Policing Meetings in which all of Command Staff, including the Chief and Bureau Commanders attend.

Training and education division

Training for 2020 was impacted significantly by COVID-19. The Division was displaced from our offices (April 25-June 19). TED members were temporarily assigned to the Department of Health (DOH) COVID-19 testing site (March 27- July 13) as we strive to meet training needs and requirements while observing COVID protocols. Despite the impacts of the pandemic, TED maintained over 1,000 hours of in-service and specialty training to existing GPD officers and civilians.

- TED Members were able to complete agency wide transition from Glock 22/23 to Glock 17/19 during Cycle 1 In-Service. This included familiarization and qualification as well as Threat Assessment and Discretionary Shooting with the new weapons (CYCLE 1) January-February.
- TED Members conducted CPR certification for 10 School Crossing Guards, Field Service Technicians, and Police Cadets February 17.
- Assisted Alachua Sheriff's Office and Alachua County School Nurses with TacMed Training February 19th.
- Conducted Active Shooter training for IPS BRC# 147 February 19.
- Participated on the City Manager's Community Builders Working Group
- The Training Division provided a 2 Day Patrol Rifle course March 26-27.
- Conducted CPR, TacMed, and Narcan training for sworn personnel observing American Heart Association recommendations (CYCLE 2) April- July.
- TED tasked with working on Neighborhood Policing Implementation (NPI) Action Plan to create training curriculum for GPD April 27.

- The Division completed driving training for the staff at Reichert House Youth Academy as well as the GPD Field Service Technicians (FST) April 30.
- Assisted with the HEROES Summer Program - Youth Dialogue June 20 Springs Trip.
- Commander of TED added to IPS Police Culture Workgroup August.
- Conducted Response to Resistance (formerly Use of Force), Defensive Tactics, OC, Baton, Handcuffing, and Driving In-Service September-October.
- Presentation on Response to Resistance made to City Manager Feldman September 16.
- Assisted with the Junior Police Academy
- Conducted SRO Handle With Care Training August 5-6
- Gas Mask Fitting Training.
- Supervisor 3rd Quarter Training (EAP and Pursuit Policy) Sworn and FST - July 13-16.
- Conducted Back-up, Off-duty, Shotgun, and Rifle Qualifications (CYCLE 4) November-December.

The men and women assigned to the training and education division (TED) are responsible for the training of new GPD officers, the continued training of veteran officers and civilian personnel across the department.

Training and education division

In addition to conducting training for others, TED Members completed advanced training to enhance instructor effectiveness:

- Middle Management April 13-17
- Motivational Interviewing August 10-12
- Axon Taser Instructor Course August 13
- Criminal Justice Officer Ethics Course September 14
- Axon BWC Train-the-Trainer sessions October 1-2
- FDLE Driving Instructor October 5-9
- Middle Management Course October 12-16
- Red Dot Optics Course October 28
- Diversity and Implicit Bias Training with Command Staff November 10
- Glock Armorer November 12

Training personnel conducted High Liability Training (Firearms, Defensive Tactics including intermediate weapons, CPR, Tactical Medical, Driving, and Rip Hobble) for two (2) GPD “Mini Academy” The GPD Mini Academy is a 5 week orientation primarily conducted in a classroom setting. The focus is on Florida State Statutes, GPD Policy, and important legal issues. Police Trainees in the Mini Academy are introduced to OSSI, the department’s computerized report writing program, the mobile computer system and records management system. The goal of orientation is to ensure the Police Trainee has the required basic skills to begin their first day of Phase 1 in Field Training.

In 2020 police academies shut down until COVID protocols could be approved and implemented for training centers across the state. To address concerns presented by Field Training Officers, Supervisors, and Trainees, an additional 3 weeks was added to allow for a full week of report writing training, a full week of shadowing in Criminal Investigations, as well as additional opportunities to learn Gainesville geography and engage the community through food drives and volunteerism.

- FTO Quarterly Training
 - June 22-23
 - July 6-9
 - July 13-14
- TED conducted High Liability Training for two returning officers April 30
 - One return from leave of absence and one re-hire
- Provided Instructor and Class Coordinator support for Basic Police Recruit Training at Santa Fe College Institute of Public Safety (IPS).
- Continued work with our Field Service Technicians (FST) to standardize both field training programs

Logistics division

Records

The Records Section consists of 13 personnel who receive, store and share information with the public and our partner agencies. Their tasks include:

- Conducting Quality Control
- Compiling Uniform Crime Reports (UCR)
- Tracking Sexual Offender/Predator Address Changes
- Processing Public Records Requests
- Assisting with Compromised Identity Cases
- Processing Civil Expungements
- Coordinating with the FBI’s Criminal Justice Information Services (CJIS)
- Processing Vehicle Crash Reports

Information Technology

Every single Gainesville Police marked patrol vehicle has a laptop computer for officers to access multiple different databases and computer systems. This access to technology ensures that residents receive the highest level of police service. GPD employs 4 full-time employees that are tasked with the management of these computer systems to include:

- Laptops in cars
- Desktops in offices
- Dashboard Camera video storage
- Public website hosting
- Records Management Systems
- Database access

Logistics division

Fleet

GPD manages a fleet of around **383 vehicles**. The vehicles include our marked patrol vehicles, undercover police vehicles and non-emergency vehicles for staff.



Property and evidence

The Property and Evidence Section receives, stores, and disposes of all property and evidence that is submitted by department members.

Members of Property and Evidence are responsible for maintaining the chain of custody and disposing of evidence and property based on statutory limitations or court order. They notify property owners when items are released and ready to be claimed.

The roof of the evidence storage facility was also replaced this past year. The Property and Evidence Section is also responsible for stocking, issuing, and tracking uniforms and equipment issued to department members.

Fiscal

The Gainesville Police Department manages a budget of over \$33 Million Dollars annually.

GPD is the largest General Government Department financially in the city, and the Command Staff understand that fiscal responsibility. A large portion of GPD's funding comes from tax revenue, but the Command Staff constantly uses grants and asset forfeiture funds to fund additional programs and training.

Recruiting and hiring

The Personnel Services Division oversees recruiting, hiring, and all other internal personnel needs for sworn and non-sworn positions.

- Recruits qualified applicants from diverse backgrounds who are representative of the community and possess integrity, honesty, and a commitment to serve the citizens of Gainesville.
- Maintains a comprehensive recruitment plan focusing on aggressive recruitment of minority and female applicants.
- Maintains, and updates annually, the Department's Affirmative Action Plan for the U.S. Department of Justice and the City of Gainesville.
- Co-sponsors or participates in career fairs, university and community college job fairs, community job forums, police academy orientations, military release center job fairs, and other recruitment events throughout the year.

In 2020, GPD hired 24 civilians, 17 Police Officers, and 8 Civilian Temp Force.

Gainesville, FL Police Department

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Gainesville Police Department

545 NW 8th Ave,
Gainesville, FL 32601

Website:

www.GainesvillePD.org

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