



# CITY OF GAINESVILLE

*Gainesville Police Department*

## Memo

To: Mayor Lauren Poe  
Via: Chief Tony Jones  
From: Chief Inspector Jorge Campos  
Date: June 4, 2020  
Re: Use of Force Policies

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I am writing this memo in response to numerous inquiries from our neighbors regarding the Gainesville Police Department's de-escalation training, use of force policies, body worn camera use and policies, and concerns regarding how officers are disciplined if found to be in violation of said policies. These inquiries arise from our neighbors whenever there is an incident involving a death of a subject that was the result of police action.

As you have mentioned, the City of Gainesville enacted a Blue Ribbon Committee and Mayoral citizen response council after the death of Michael Brown in Ferguson, MO to review all of the policies and procedures of the City to prevent an incident like that from happening in Gainesville. Part of this group's charge was to look at GPD's policies, training, and equipment and to make recommendations to address these same concerns. One recommendation was to issue body worn cameras to all officers. As a result, GPD was given funding to purchase Tasers and Body Worn Cameras to outfit most of uniformed patrol officers. GPD already had in-car video systems for all marked patrol vehicles employed, so the BWC's augmented the video recording practices of the agency. GPD employed a model policy for the use of BWC's which requires the assigned officer to activate the record function whenever they anticipate contact with a citizen. Supervisors review their assigned officer's video monthly to ensure the officers are following the policy. Additionally, we purchased technology that will automatically activate these cameras whenever an officer activates their emergency lights, activates their Taser, or if their assigned vehicle is involved in a crash to account for human error to activate the cameras during stressful or unexpected incidents. If a supervisor learns that an officer is not following the policy, that officer shall be given the proper corrective action or discipline, depending on the degree of violation. These corrective actions and discipline are recorded in our tracking software.

In early 2018, GPD enacted a workgroup that included the State Attorney's Office to review our Use of Force Policy, G.O. 1.5. Several changes had occurred to the State of Florida's Use of Force curriculum and GPD decided to switch from the Pressure Point Control Tactics (PPCT) defense system and to begin using the State of Florida defensive tactics system. The workgroup made several changes and the resulting policy was issued in May 2018. As part of our CALEA Accreditation process this policy was reviewed and revised again in May of 2020. This policy is available on-line and reviewable to the public. Officer's threats of force are not recorded but all uses of force are. Officers are required to notify a supervisor and document any incident in which they, "discharges a firearm (except for target practice, departmental training/qualification, animal destruction, or ballistic examinations), applies force through the use of a weapon, strikes an intentional blow, or otherwise employs force that causes or is alleged to have caused an injury or death." All force applications in which an injury is alleged or resulted the officer must seek medical attention for the injured person. Intentional discharges of firearms that results in or was intended to cause death are investigated by the Florida Department of Law Enforcement. All other uses of force are reviewed



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by a supervisor and entered into our tracking software. If the supervisors suspect that the force used may be inappropriate, they are mandated to refer the matter to Internal Affairs for an investigation. These are tracked by the Early Warning System for each officer and when an officer has (5) or more instances of force in a 12 month period, a review is conducted by that officer's Bureau Commander.

De-escalation, methods for restraining people, mental health, Crisis Intervention Training, combat first aid, procedural justice, implicit bias, and several other topics are instituted in our year round in-service training. Our training staff are constantly reviewing our training methods to ensure we are instructing our officers with the most up to date and innovative methods.

We have experienced dealing with individuals who exhibit the signs of "excited delirium" and similar "fight or flight" conditions in the past and have incorporated methods on how to restrain them until medical attention can be administered. These individuals are in extreme danger to themselves and others during this state, often running into traffic or exposing themselves to other immediate dangers, and often have to be fought in order to restrain them. These encounters look horrible but are necessary. Once the person has been restrained in handcuffs, we are taught to roll the person onto their side or sit them up so they can breathe more easily. If they continue to fight, these methods are difficult to maintain and may warrant other ways of keeping the person prone. Even so, officers are instructed to monitor the person's breathing and consciousness and make adjustments when appropriate to ensure the person's survival. Carotid restraints are prohibited except for deadly force encounters and the department does not train officers to restrain a person by placing their knee on the head or neck area.

Use of firearms are also regulated in our Use of Force Policy and Weapons Policy, G.O. 1.6. Officers are trained to draw their firearms and hold at the ready whenever dealing with a situation in which a person could be armed. Holding a firearm at the ready is pointing the firearm at the ground in front of the officer so when a threat is presented, they can quickly raise the firearm at the threat. There are a plethora of situations in which an officer may implore the use of their firearm and are instructed to give loud verbal warnings when confronting someone.

The GPD personnel unit has a very rigorous hiring process that includes a psychological exam conducted by a PhD level licensed mental health counselor, national board certified. This exam is specifically designed for law enforcement candidates that measures any history of mental health disorders, volatility, control of conflict, and other areas of psychopathology. This process also includes a polygraph examination that is used in conjunction with the physiological exam to assess if the candidate meets our standards. The Chief reviews both and makes the final decision to extend an offer to the officer. GPD also has unlimited psychological services for all of its officers and supervisors can make referrals for mandatory evaluations if there are signs an officer is in need of services.

GPD's Early Warning System, as mentioned above, is explained in G.O. 26.6 and tracks more than use of force incidents. Our discipline policy, G.O. 26.5 addresses the duty to report misconduct by all department members and identifies how complaints are received, processed, investigated, and recorded. Officers are not disciplined based on the number of complaints that have been filed on them. We receive numerous complaints in which the officer's conduct was within policy and are unfounded. However, the EWS still tracks them and if the threshold is met, the Bureau Commander will conduct a review of the complaints to see if there are underlying issues, such as training, communication skills, or the like, that need to be addressed with the officer.

I hope this addresses many of the recent concerns you, fellow commissioners, and neighbors may have regarding GPD's policies. They are publicly accessible via the Internet at <http://www.gainesvillepd.org/About-GPD/Logistical-Support-Branch/Administrative-Support-Unit/Policies-and-Procedures>. Please contact me or refer neighbors to my office if they have any other questions or concerns. My office number is 352-393-7784.