

ALACHUA COUNTY SHERIFF'S OFFICE



SHERIFF SADIE DARNELL

July 10, 2020

Board of County Commission

Request by the Board: Status Update - Police Reforms

- ▶ #8CantWait Initiative: eight specific recommendations for police reform
- ▶ (National) George Floyd Justice in Policing Act of 2020: comprehensive *proposed* Bill: (3) main topic areas, numerous sections

Status Update Police Reforms - continued

- ▶ ACSO's standing regarding the recommended reforms
- ▶ Summary of strengths

Alachua County Sheriff's Office is #8CANTWAIT COMPLIANT

All 8 recommendations have been part of our policy and procedures during my tenure and have helped shape our policing methods

Full copies of our policy and procedures are available and will be provided with a public records request



#8CANTWAIT

1. Ban Chokeholds and Strangleholds: DIR 802 - "...Deadly Force Restrictions Lateral Vascular Neck Restraint/Carotid Restraint - The ACSO does not authorize the use of these neck restraints at this time."
2. Require De-escalation: DIR 802 "...When feasible and practical, employees shall attempt to resolve potential use of force situations with non-physical force alternatives, such as the use of advice, persuasion or verbal warning prior to resorting to the use of force."
3. Require Warning Before Shooting: DIR 802 - "...when feasible a verbal warning is given to the fleeing subject prior to the use of deadly force. Unless impractical under the circumstances, employees shall attempt to give a verbal warning prior to the use of deadly force."
4. Exhaust all Alternatives Before Shooting: DIR 802 "...When feasible and practical, employees shall attempt to resolve potential use of force situations with non-physical force alternatives, such as the use of advice, persuasion or verbal warning prior to resorting to the use of force."
5. Duty to Intervene: DIR 353 - "...1. Duty to Report Misconduct - The quickest way for misconduct to continue at the ACSO is for employees to tolerate it among their fellow workers. Misconduct by any employee reflects poorly on all. For this reason, employees will report any violation of directives, policies and procedures to appropriate authority."

Code of Ethics signed by employees states, "I, also ACCEPT responsibility for encouraging others in my profession to abide by this CODE,".

6. Ban Shooting at Moving Vehicles: DIR 802—"...Moving Vehicles - Shooting at or from a moving vehicle is a dangerous and generally ineffective practice with unpredictable results and is prohibited as a general rule, unless done in self-defense or defense of another person when the suspect represents a clear and present deadly force threat."
7. Establish Use of Force Continuum: DIR 802—"...The Force Guidelines Model - Similar to the former Response to Resistance Matrix, the new Force Guidelines consist of Subject Resistance Levels and corresponding Officer Response Levels; however, both categories have been streamlined to simplify the process of analyzing potential subject resistance levels and responding with an appropriate and reasonable use of force. "
8. Require All Force Be Reported: ACSO 802 - "...INCIDENT DOCUMENTATION - Each "use of force" incident as defined by ACSO Directive will be documented by involved employees. This includes the pointing of any firearm, Taser, display of K-9 or other weapon directly at another person(s) as a show of force with the express purpose of establishing control and/or detaining or arresting the subject."

#8CANTWAIT - 1. Ban Chokeholds and Strangleholds/ *National - Section 363, page 4*

ACSO Directive 802 Page 20:

Lateral Vascular Neck Restraint / Carotid Restraint - “...*not authorized*...”

#8CANTWAIT - 2. Require De-escalation/ *National - Section 364, page 4*

ACSO Directive 802 Page 2:

“When feasible and practical, employees shall attempt to resolve potential use of force situations with non-physical force alternatives, such as the use of advice, persuasion or verbal warning prior to resorting to the use of force.”

Page 25:

“Once control has been gained...shall de-escalate their use of force...”

#8CANTWAIT - 3. Require Warning Before Shooting

ACSO Directive 802 Page 13:

“...when feasible a verbal warning is given to the fleeing subject prior to the use of deadly force. Unless impractical under the circumstances, employees shall attempt to give a verbal warning prior to the use of deadly force.”

#8CANTWAIT - 4. Exhaust all Alternatives Before Shooting/ *National - Section 364, page 4*

ACSO Directive 802 Page 2:

“...When feasible and practical, employees shall attempt to resolve potential use of force incidents with non-physical force alternatives, such as the use of advice, persuasion or verbal warning prior to resorting to the use of force.”

Continued: #8CANTWAIT - 4. Exhaust all Alternatives Before Shooting/ *National - Section 364, page 4*

ACSO Directive 802 page 13:

“Unless impractical under the circumstances, employees shall attempt to give a verbal warning prior to the use of deadly force.”

ACSO Directive 801 page 25:

“...where feasible and practical, to resolve all potential use of force incidents with non-physical measures...”

#8CANTWAIT - 5. Duty to *Intervene**

ACSO Directive 353 Duty to *Report* Misconduct Page 7:

“The quickest way for misconduct to continue at the ACSO is for employees to tolerate it among their fellow workers. Misconduct by any employee reflects poorly on all. For this reason, employees will report any violation of directives, policies and procedures to appropriate authority.”

Code of Ethics signed by employees states, “I, also ACCEPT responsibility for encouraging others in my profession to abide by this CODE”.

*ACSO Directive being amended to include “intervene”

#8CANTWAIT - 6. Ban Shooting at Moving Vehicles

ACSO Directive 802 page 25:

“...Moving Vehicles - Shooting at...or from a moving vehicle is *prohibited*”

#8CANTWAIT- 7. Establish Use of Force Continuum

ACSO Directive 802 Page 2:

- ▶ “When feasible and practical, employees shall attempt to resolve potential use of force situations with non-physical force alternatives, such as the use of advice, persuasion or verbal warning prior to resorting to the use of force.”

Directive 802 page 23:

- ▶ Officer Response - three levels
 - ▶ Physical control
 - ▶ Non-lethal weapons
 - ▶ Deadly force

#8CANTWAIT - 7.Use of Force Continuum - continued

- ▶ Current test for judging law enforcement use of force in Florida is:
- ▶ ***Objective Reasonableness*** “whether an objectively reasonable officer under similar conditions with similar training and background might have done the same thing”
- ▶ Each incident is to be judged in the light of the ***Totality of the Circumstances...***

#8CANTWAIT - 8. Require All Force Be Reported

ACSO Directive 802 Page 6:

“Each ‘use of force’ incident...will be documented by involved employees”

ACSO INCIDENT DOCUMENTATION

- ▶ A separate Subject Resistance Report for each subject
- ▶ An Incident Report (ACSO or DOJ) for every incident
- ▶ If “Group Tactic” i.e., SWAT, Warrants, Felony Stop of Vehicle...consolidated onto one Subject Resistance Report IF: no resistance, no injuries and no physical force used

ACSO INCIDENT DOCUMENTATION: continued

- ▶ Reports and/or notifications are reviewed/made by the Chain of Command of the involved employee(s) as well as the Training Bureau, Office of Professional Standards, General Counsel and others depending on the level of force, injuries, hospitalization or property damage
- ▶ These steps are done to ensure incidents are documented and reviewed thoroughly regarding any changes needed for training, equipment or policies

Criminal Justice Standards and Training Commission (CJSTC)

**Florida is ahead of most states in
the U.S.**

Criminal Justice Standards and Training Commission (CJSTC)

- ▶ Mission: To ensure...all Florida citizens are served by...officers who are ethical, qualified and well-trained
- ▶ 19 members - the majority of whom are Florida law enforcement or corrections personnel with a minimum of four years experience; and who are appointed by the Governor for a four year term

Criminal Justice Standards and Training Commission (CJSTC)

- ▶ Establish uniform minimum standards for the employment and training of...officers
- ▶ Review and administer appropriate administrative sanctions...officer...is found in violation of Florida Statutes and Commission standards
 - ▶ sanctions include revoking certification of officers
- ▶ Maintain a central repository of records of all certified officers

CJST Commission sets the standard for FL

- ▶ “...requires all officers (law enforcement or detention) as a condition of employment or appointment to be certified”
- ▶ Certification requires “commission-approved continuing training or education...at the rate of 40 hours every 4 years”

FDLE Law Enforcement Training

FDLE requires the following every four years:

- ▶ Human Diversity/Professional Traffic Stop
- ▶ Domestic Violence
- ▶ Juvenile Sexual Offender
- ▶ Discretionary Shooting/Scenario
- ▶ Physiological Response to Force
- ▶ Agency Less-Lethal Force Options
- ▶ Agency Policy and Legal Aspects of Use of Force
- ▶ 40 hours of law enforcement based training

FDLE requires the following training every two years:

- ▶ Qualification on the FDLE State 40
- ▶ FDLE requires the following training annually
- ▶ TASER Certification - If issued and carrying a TASER

ASO Law Enforcement Training: 2019

In-Service Classroom and Practical

- ▶ Agility/Obstacle Course
- ▶ Baton Recertification
- ▶ Below 100
- ▶ Boxing In Recertification
- ▶ CLEAR - LE Investigative Tool
- ▶ CPR/AED Recertification
- ▶ Domestic Violence by Strangulation
- ▶ Evidence and Forensics Update
- ▶ Firearms Qualifications
- ▶ Health and Wellness - Body Scan
- ▶ OC Recertification
- ▶ PIT Recertification

In-Service Classroom and Practical continued:

- ▶ PIT Recertification
- ▶ Pursuit Driving and Felony Stops Scenarios
- ▶ Quarterly Rifle Training
- ▶ Response to Active Shooter
- ▶ Scenario Training
- ▶ Stop Stick Recertification
- ▶ Tactical Firearms - Handgun and Shotgun Accuracy Skills
- ▶ Tactical Firearms - Discretionary Shooting
- ▶ Tactical Combat Causality Care -Trauma Kit
- ▶ Taser Recertification

Online DMS Training

- ▶ Baton Recertification Online Training
- ▶ Bloodborne Pathogens
- ▶ Force Guidelines
- ▶ OC Recertification
- ▶ Physiological Use of Force
- ▶ Post-Traumatic Stress Disorder
- ▶ Precision Immobilization Technique (PIT) Recertification
- ▶ Stop Stick Recertification
- ▶ Taser Recertification

FDLE Form CJSTC 78

FDLEFlorida Department of
Law Enforcement**INTERNAL INVESTIGATION REPORT**

Incorporated by Reference in Rule 11B-27.003(2)a., F.A.C.

**CJSTC
78**

Please type or print in black or blue and use capital and small letters for names, titles, and address

OFFICER

1. Social Security Number: _____
2. Officer's Name: _____
Last First MI
3. Officer's Last Known Address: _____
Street City State Zip Code
4. Officer's Telephone Number: _____

AGENCY

5. Agency ORI: FL 00100001 6. Agency Name: Alachua County Sheriff's Office
7. Agency Contact Person: Captain Todd Kelly 8. Agency Contact Person's Telephone Number: (352) 384-3050
9. Agency Fax Number: (352) 384-3037

VIOLATION - ALLEGATION

10. Nature of Allegation(s): _____
11. Agency Disposition: Sustained – (Violation of Section 943.13(4) or (7) or Rule 11B-27.0011, F.A.C. ☐
Sustained – (Violation of Agency Policy): ☐ Not Sustained: ☐ Unfounded: ☐ Exonerated: ☐
12. Limitation Period for Disciplinary Action: Date Internal Investigation Initiated: _____ Date Internal Investigation Completed: _____

Exception to limitation period for disciplinary action: Place a check mark by the exceptions to limitations that apply

Days Told

- | | |
|--|-------|
| <input type="checkbox"/> Written waiver of limitation by officer | _____ |
| <input type="checkbox"/> Ongoing criminal investigation or criminal prosecution | _____ |
| <input type="checkbox"/> Officer incapacitated or unavailable | _____ |
| <input type="checkbox"/> Multi-jurisdictional investigation | _____ |
| <input type="checkbox"/> Emergency or natural disaster as declared by the Governor | _____ |

13. Criminal Charges Filed: _____
14. Agency Disciplinary Action: _____
15. If the allegation has been sustained and determined to be a violation of Section 943.13(4) or (7), F.S. or Rule 11B-27.0011, F.A.C., attach and forward the following documentation to the Florida Department of Law Enforcement.
- | | | | | | |
|-------------------------------|--------------------------|-------------------------------|--------------------------|------------------------------|--------------------------|
| Summary of the Facts | <input type="checkbox"/> | Internal Investigation Report | <input type="checkbox"/> | Name and Address of Witness | <input type="checkbox"/> |
| Witness Statement/Disposition | <input type="checkbox"/> | Certified Court Documents | <input type="checkbox"/> | Other Supportive Information | <input type="checkbox"/> |

NOTICE: Pursuant to Section 943.1395(5), F.S., an employing agency must conduct an internal investigation when having cause to suspect that an officer it employs is not in compliance with Section 943.13(4) or (7), F.S. or Rule 11B-27.0011, F.A.C. If the investigation is sustained, the employing agency must forward a report to the Commission as specified by Rule 11B-27.003.

16. Agency administrator's signature _____
Sadie Darnell, Alachua County Sheriff
18. Agency administrator's name and title _____

17. Date signed _____

National Use-of-Force Data Collection

Florida Sheriffs Association supports and encourages reporting

National Use-of-Force Data Collection funded and built by the FBI

The Florida Sheriffs Association (FSA) encourages all sheriffs to participate

- ▶ By reporting the following two categories:
 1. discharge of a firearm by a LEO at or in the direction of a person
 2. force that results in death or serious bodily injury of a person

George Floyd - Justice in Policing Act of 2020 (Proposed only)

George Floyd - Justice in Policing Act of 2020 - recommendations & purview

- ▶ Revises Federal Criminal Police Misconduct Statute - **Federal**
- ▶ Qualified Immunity Reform - **Federal**
- ▶ Pattern and Practice Investigations - **Federal**
- ▶ Independent Investigations - **Federal and State Attorney Generals**
- ▶ Law Enforcement Trust and Integrity Act - President Obama's Taskforce on 21st Century Policing (**separate slide**)
- ▶ Establish a National Police Misconduct Registry - **Federal**
- ▶ Police Reporting Information Data and Evidence Act - **State to Dept. of Justice**
- ▶ End Racial and Religious Profiling Act - **Federal, State and Local**
- ▶ Training on Racial Bias and Duty to Intervene - **Federal/Condition funding**
(**separate slide**)

Proposed recommendations continued

- ▶ Ban No-Knock Warrants in Drug Cases - **Federal/condition funding State/Local**
- ▶ Ban on Chokehold and Carotid Holds - **Condition State/Local Funding**
- ▶ Police Exercising Absolute Care with Everyone Act - **Federal/Condition funding**
- ▶ Stop Militarizing Law Enforcement Act - **Limit transfer to State and Local**
- ▶ Federal Police Camera and Accountability Act - **Federal**
- ▶ Police Camera Act - **State and Local**
- ▶ Justice for Victims of Lynching Act - **Federal**

Law Enforcement Trust and Integrity Act

Section 105, page 2

The bill would:

Require the Attorney General to create *law enforcement accreditation standards* based upon President Obama's Taskforce on 21st Century Policing

PRESIDENT'S TASKFORCE ON 21 ST CENTURY POLICING COMPARISON TABLE	
Action Step 1: Review and update policies, training, and data collection on use of force. Emphasize de-escalation and alternatives to arrest or summons in situations where appropriate. Policies and training should include shoot/don't shoot scenarios and the use of less than lethal technologies.	
ACCREDITATION STANDARDS	ACSO POLICY AND TRAINING
CFA 2.02 – Policy must include alternatives to arrest.	ACSO 004 allows for use of discretion including warnings, NTA's and sworn complaints.
CFA 4.01M – Use of Force policy must follow Florida Law. Deputies may only use the amount of force necessary to achieve lawful objectives.	We require employees to attempt to use non-physical force alternatives prior to resorting to the use of force if possible. Deputies are CIT Trained in these alternative methods. – ACSO 802 IV.A
CFA 4.02M – Employees must receive instruction on the agency's use of force policy before they are authorized to carry any lethal/less-lethal weapon.	Deputies receive and sign for the policy in DMS and it's taught in the new hire mini-academy. This includes discretionary shooting scenarios. – ACSO 802
CFA 4.04M – Agency must have a policy on the firing of warning shots.	We are restrictive and do not allow warning shots. – ACSO 802.XI.E.2
CFA 4.05M – Firearms usage, training, inspections and maintenance	Deputies receive far more than the required biennial mandatory qualification regarding firearms training. ACSO 602
CFA 4.06M – Less-Lethal weapons usage, training and inspection	Deputies receive far more than the required minimum mandatory training for less-lethal weapons. ACSO 803
CFA 4.07M – Written report and documented review must occur anytime force is used (firearm, less-lethal weapons, physical force.)	We require more reporting than standard use of force incidents because we also require use of force reporting for <u>displays</u> of force. Use of force reports are reviewed through the chain of command at many levels. ACSO 802.XII
CFA 4.08M – Policy requires procedures for ensuring medical aid be provided after a use of force.	We require medical aid for use of force incidents where a subject either has a visible injury or complains of an injury, even if it isn't apparent. ACSO 802.X.B.1.a.iii
CFA 4.09M – Annual administrative review and analysis is required for all use of force incidents	In addition to the multi-level use of force review for each incident, use of force reports are reviewed collectively to capture trends for which training may be required, helpful etc. OPS has an early warning system in place to require additional review monthly, quarterly and yearly. – OPS Manual page 25 .

Action Step 2: Increase transparency by collecting and making data, policies, and procedures publicly available in multiple languages relevant to the local community through official website(s) and municipal open data portals. To accelerate this work, join the growing community of agencies participating in the Police Data Initiative to learn best practices around open data on policing, and to share challenges and successes along the way.

ACCREDITATION STANDARDS	ACSO POLICY AND TRAINING
Limited accreditation policies currently exist in this area. CFA 2.06 requires community education and awareness efforts. Most agencies, including ours post this on their websites.	<p>The ACSO website was updated to provide additional assistance to those with disabilities and is also able to be translated into multiple languages.</p> <p>Policy and Accreditation has the most commonly used forms available to the public from English into Spanish including:</p> <ul style="list-style-type: none"> • The Inmate Handbook • Waiver of Rights (Miranda) • Complaint Intake Form • Voluntary Consent to Search • Citizen Survey (online version)

Action Step 3: Call on the state Peace Officer Standards and Training (POST) Commission to implement training at all levels to ensure fair and impartial policing. This is CJSTC for Florida.

ACCREDITATION STANDARDS	ACSO POLICY AND TRAINING
N/A	N/A

Action Step 4: Examine hiring practices to better involve the community in recruiting and screening of recruits

ACCREDITATION STANDARDS	ACSO POLICY AND TRAINING
CFA 8.01M – Recruitment Team must be training in Equal Employment Opportunity.	Review of the recruitment plan occurs yearly and is required by all recruitment team members. ACSO 304
CFA 8.02M – The agency's recruitment plan must contain elements to develop racial, ethnic and gender diversity.	Our recruitment plan contains what is required per accreditation standards including, goals, objectives, evaluation of progress and updates as needed. ACSO 304
CFA 8.03 – All recruitment literature must advertise the agency is an equal opportunity employer.	Our literature meets this standard. We also advertise this on our website and agency applications as well as printed documents. ACSO 304
CFA Chapter 9 – Selection – Contains 7 accreditation standards that speak to the following elements of the selection process for all LEO's including reserves:	<p>Selection Process (CFA Chapter 9)</p> <p>We choose not to prove the first bullet (uniform, fair, job-related and non-discriminatory).</p> <p>We require a psychological fitness exam.</p>

<ul style="list-style-type: none"> • Uniform, fair, job-related and non-discriminatory. • Psychological fitness • Physical fitness • Background check to include: warrants, fingerprints, local records check, prior employment and criminal history 	<p>We require a physical fitness test even though it's not required. ACSO 343</p> <p>We satisfy the background check elements according to the accreditation standards. HRB 008</p>
Action Step 5: Ensure that officers have access to the tools that will keep them safe, such as bulletproof vests and tactical first aid kits and training. Policies should reinforce the use of seat belts and other protective practices.	
ACCREDITATION STANDARDS	ACSO POLICY AND TRAINING
CFA 14.10M – Body armor must be issued, current (not expired) and required for pre-planned, high risk situations, and be readily available when the LEO is on-duty.	We supply soft body armor, rifle plated armor and off duty suitcase armor, and require deputies to wear it for high-risk situations, in training and for normal Patrol Operations and DOJ Transport activities. ACSO 345
CFA 14.08M – Each patrol vehicle must be equipped with medical equipment with current supplies (as defined by the agency)	We supply first aid kits, car and personal trauma kits, and AED's, CPR masks. We also provide training that accompanies the products we supply and use. POD 200
CFA 14.09M – Agency must have a policy in the use of safety belts.	We require safety belts be worn when driving agency vehicles and post flyer and have signage reminding the employees of this practice. ACSO 223

Policy and Accreditation Unit

- ▶ *Accreditation aids a law enforcement agency's pursuit of professional excellence by strengthening agency accountability, both internally and within the community.*
- ▶ *Accreditation builds community and governmental support, as well as employee confidence in the direction and future of the agency.*



COMMISSION FOR FLORIDA LAW ENFORCEMENT ACCREDITATION (CFA)

ASO received its initial CFA accreditation in 1997 and was reaccredited for the sixth consecutive time in 2015, achieving its second “Excelsior Agency status. The last reaccreditation was held in December 2017, with the third Excelsior award received in February 2018.



FLORIDA CORRECTIONS ACCREDITATION COMMISSION (FCAC)

All aspects of correctional operations are addressed through FCAC standards, including: Admission, Classification, Housing, Sanitation, Food Services, Personnel Issues, Fiscal Activities, Security, Training, and Medical Services. The ASO Department of the Jail received its initial FCAC Accreditation in 1999 and was reaccredited for the fifth consecutive time in October 2014, achieving “Excelsior Agency” status. The last reaccreditation was held in August 2017, with the second Excelsior award received in February 2018.



PUBLIC SAFETY COMMUNICATIONS ACCREDITATION PROGRAM (PSCAP) THROUGH COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA)

The ASO Combined Communications Center (CCC) received its initial CALEA PSCAP Accreditation in 2002 and was reaccredited for the third consecutive time in March 2011. In 1998 and 2011 the CCC received the distinguished “Flagship Award” from CALEA, awarded only to the most successful CALEA-accredited agencies in recognition of their achievements and expertise. In 2014, CCC received its first Gold Standard Award. The Gold Standard Assessment focuses on processes and outcomes through interviews and observations. The agency received its second Gold Standard Award in March of 2017.

CFA Excelsior Agencies

Orange CSO	October 2010, October 2013, October 2016
St. Johns CSO	June 2011, June 2014, June 2017
St. Lucie CSO	June 2011, June 2014, June 2017
Manatee CSO	September 2011, October 2014, November 2017
Sarasota CSO	September 2011, October 2014, November 2017
Seminole CSO	September 2011, October 2014, November 2017
Alachua CSO	February 2012, February 2015, February 2018
Boca Raton Public Safety Department	February 2012, February 2015, February 2018
Leon County SO	February 2012, February 2015, February 2018
University of Florida PD	June 2012
Martin CSO	June 2012, June 2015
Orlando PD	September 2012, October 2015, October 2018
Florida Department of Law Enforcement	February 2013, February 2016
Altamonte Springs PD	February 2013, February 2016
Clearwater PD	June 2013, June 2016
Polk CSO	June 2013, June 2016
Ft. Lauderdale PD	June 2013, June 2016
North Miami Beach PD	June 2013, June 2016
Punta Gorda PD	June 2013, June 2016
Port Orange PD	June 2013, June 2016
Coral Springs PD	October 2013, October 2016
Largo PD	October 2013, October 2016
Collier CSO	October 2013, October 2016
Port St. Lucie PD	October 2013, October 2016
Miramar PD	February 2014, February 2017
Gulf Breeze PD	June 2014, June 2017
Margate PD	June 2014, June 2017
Jacksonville SO	October 2014, November 2017
Clay CSO	October 2014, November 2017
Osceola CSO	October 2014, November 2017
North Port PD	February 2015, February 2018
Wauchula PD	February 2015, February 2018
Gulfport PD	June 2015, June 2018
Putnam CSO	October 2015
Satellite Beach PD	October 2015, October 2018
Palm Beach CSO	October 2015, October 2018
Bay CSO	February 2016
Broward CSO	February 2016
Palm Beach Gardens PD	February 2016
Oviedo PD	February 2016
Winter Park PD	February 2016
Jupiter PD	June 2016
Lee CSO	June 2016
Lighthouse Point PD	June 2016
Maitland PD	June 2016
Boynton Beach PD	October 2016
Citrus CSO	October 2016
Plantation PD	February 2017
Daytona Beach Shores Public Safety Department	June 2017
Sumter CSO	June 2017
Florida State University PD	November 2017
Sebastian PD	November 2017
Winter Haven PD	November 2017
Wakulla CSO	November 2017
Monroe CSO	October 2018
St. Petersburg PD	October 2018
USF PD	October 2018

CFA Excelsior Agencies in the entire State of Florida

FCAC Excelsior Agencies



Jacksonville SO	June 2012, June 2015, June 2018
Marion CSO	June 2012, June 2015, June 2018
Sarasota CSO	September 2012, October 2015, October 2018
Palm Beach CSO	September 2012, October 2015, October 2018
Broward CSO	September 2012, October 2015, October 2018
Martin CSO	February 2013, February 2016
Alachua CSO	October 2014, October 2017
St. Lucie CSO	February 2015, February 2018
Sumter CSO	June 2015, June 2018
Collier CSO	October 2015, October 2018
Monroe CSO	October 2015, October 2018
Polk CSO	October 2015, October 2018
Orange CSO	June 2017
Wakulla CSO	October 2017
Leon CSO	February 2018
Clay CSO	June 2018
Osceola CSO	June 2018

Training on Racial Bias and Duty to Intervene - Section 361, page 4

Racial and Ethnic Disparities Initiative

Phase One (2015-2016)

- ▶ In 2012, ACSO began addressing disparities in arrests and stopped arresting kids in school for technical violations of probation
- ▶ In 2015, we rewrote our contract with the School Board regarding School Resource Deputies on campus policies as well as the Youth arrest and Bias Based Profiling policies for the Sheriff's Office
- ▶ The focus of these revisions were to impart procedural justice and best practices to not only address R.E.D. but for all of our children. This resulted in a 48% reduction in arrests
- ▶ All sworn Law Enforcement Deputies are trained in Racial and Ethnic Disparities, Fair and Impartial Policing, Restorative Justice, Adolescent Brain Development, Trauma Informed Response and De-escalation. *All new sworn employees receive this training before they spend their first day in patrol. *

Racial and Ethnic Disparities Initiative Phase One (2015-2016)

- ▶ Sgt. Pardue, RED/DMC Coordinator, was sent to Georgetown University Center for Juvenile Justice Reform for the, “Reducing Racial and Ethnic Disparities in Juvenile Justice Certificate Program”;
- ▶ Upon Completion of the program the ACSO officially started the R.E.D. initiative along with our community partners, from the River Phoenix Center for Peacebuilding, Gainesville PD, School Board of Alachua County, Department of Juvenile Justice, and Department of Children and Families. The team was tasked with a year long capstone project to create real change in our community;
- ▶ The Capstone was nationally recognized and is being used as a **police reform** model



Racial and Ethnic Disparities Initiative

Phase Two (2017-2018)

- ▶ The Youth and Community Resource Unit (YCRU) was created to build on the successes of the reduction of youth arrests and dialogs. The unit includes a Sergeant / RED coordinator, two Deputy Sheriff -Youth Intervention Specialists aimed at outreach and intervention, a Civilian Youth and Community Liaison, as well as the Teen Court Program.
- ▶ Establishing community partnerships was a critical focus. This was done by connecting with businesses and stakeholders throughout the county by partnering with them to serve citizens together through both volunteering and monetary support.
- ▶ We worked to develop major changes in both our policy and policing strategies working with community members in the Gainesville for All Initiative.

Racial and Ethnic Disparities Initiative

Phase Two (2017-2018)

- ▶ Stop arresting youth for technical violations while at school. The goal is for them to stay at school and receive an education.
- ▶ Reduce in-school youth arrests.
- ▶ Reduce Domestic Disputes arrest of Juveniles
- ▶ Stop Arresting youth 12 years of age and younger.
- ▶ Strengthened Civil Citation policies.

Racial and Ethnic Disparities Initiative

Phase Two Out Reach

- ▶ Second, we established positive community programs where Deputies and Citizens can spend time together getting to know each other and building lasting positive relationships.
- ▶ Books and Burgers Literacy Initiative; Movie Nights; Coffee with a Cop; Doughnuts with a Deputy; Trunk or Treat; Water Day; Operation C.O.N.E. Ice Cream Truck; Operation Turkey Toss; Shop With a Cop; Teen Court Youth Summit



Racial and Ethnic Disparities Initiative

Phase Two Training

- ▶ RED Initiative partnered again with GPD for the “Reducing the use of Jails” project with the National League of Cities in Washington, DC. This project in addition to the original RED capstone project includes quarterly reports to the state DMC coordinator and the Washington counter parts.
- ▶ 2016 Florida Racial and Ethnic Disparities Conference
- ▶ 2016 Implicit Bias Training for First Line Supervisors
- ▶ 2017 Cultural Differences: CONNECTIONS instead of CORRECTIONS - Interacting with Today’s Youth with DJ Batiste (Conscious Discipline). Mandatory Training for all Law Enforcement Deputies
- ▶ 2018 Adverse Childhood Experiences Conference Naples Florida with Dr. Fretti

Racial and Ethnic Disparities Initiative

Phase Three (2019-2020)

- ▶ The Third Phase of the RED initiative is focused on expansion of effective services.
- ▶ The Teen Court Program had an influx of younger children receiving referrals and noticed a large gap in services for youth as they got closer to 18 years old. They conducted exhaustive research with many local agencies, youth court judges, schools, and deflection programs to find out what services are missing and developed a plan to fix it. They have created the Sentinel Program and were awarded a grant from the [Alachua County Children's Trust](#). This program will help further bridge the gap in services for our at risk youth. They provide early intervention, consistent mentoring, and evidence based /trauma informed responses to children before they become system involved.

Racial and Ethnic Disparities Initiative

Phase Three (2019-2020)

- ▶ The YCRU began addressing disparities in the Mental Health world in addition to our children.
- ▶ The ACSO developed a Mental Health Co-Responder Team with Meridian Behavioral Health. The team is assigned to the RED/ YCRU Supervisor and began deployment in June of 2020, the mission of the team is Jail deflection/diversion as well as providing services before a Baker Act is needed.
- ▶ We Joined the Joint Mental Health Collaboration Project (JMHCP) that studied incarceration rates for those suffering from mental health and substance abuse issues in its first phase. In the Second Phase we are helping to develop refresher training for law enforcement in Crisis intervention, de-escalation, and jail deflection.

Racial and Ethnic Disparities Initiative

Phase Three (2019-2020)

- ▶ While our agency is on the forefront of innovative programming we recognize we can still do more.
- ▶ We hope to add a full time Racial and Ethnic Disparities Coordinator to solely focus on further positive systemic change through agency education and community collaborations.
- ▶ We need to add part time community liaisons to help with outreach events but more importantly as direct lines of communication for our citizens.

Other Innovative ACSO Practices

Intimate Partner Violence Initiatives

- ▶ Since 2007, the following Intimate Partner Violence Initiatives have taken place:
 - ▶ Created the Intimate Violence Enhanced Services Team (INVEST)
 - ▶ Intimate Partner Violence Risk Assessment: Implications for Safety
 - ▶ Lethality Assessment Program (LAPs) - Launched by ASO in 2009
 - ▶ Designated Domestic Violence Detective at ACSO
 - ▶ Saving Lives: Creating Safer Communities High Risk Team Model
 - ▶ Alachua County High Risk Team
 - ▶ Domestic Violence Fatality Review Team
 - ▶ Danger Assessment, LAP and High Risk Team Recognized as National Best Practice
 - ▶ Danger Assessment Community Training
 - ▶ ACSO Victim/Witness Intimidation Project
 - ▶ Strangulation Documentation and ALS

Intimate Partner Violence: Community Collaborations

- ▶ Alachua County Domestic Violence Task Force
- ▶ Alachua County Domestic Violence Fatality Review Board
- ▶ Intimate Violence Enhanced Services Team*
- ▶ Lethality Assessment Program*
- ▶ Alachua County High Risk Team

Intimate Violence Enhanced Services Team (INVEST):

- ▶ Statewide Initiative (FCADV)
- ▶ Implemented in **5 counties** with the **highest DV homicide rate (2006)** - **Alachua**, Jacksonville, Orange, Seminole and St. Lucie
- ▶ Partnership with Peaceful Paths and local law enforcement.
- ▶ Identify victim/survivors at high risk for homicide.
- ▶ Assistance from victim advocates and law enforcement.
- ▶ Work towards reducing the number of domestic violence homicides.

Creating Safety and Accountability

“Determining key risk factors, over and above a history of domestic violence, that contribute to the abuse that escalates to murder will help us identify and intervene with battered women who are most at risk.” ~Jaqueline Campbell

DANGER ASSESSMENT

Jacquelyn C. Campbell, Ph.D., R.N.
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Several risk factors have been associated with increased risk of homicides (murders) of women and men in violent relationships. We cannot predict what will happen in your case, but we would like you to be aware of the danger of homicide in situations of abuse and for you to see how many of the risk factors apply to your situation.

Using the calendar, please mark the approximate dates during the past year when you were abused by your partner or ex partner. Write on that date how bad the incident was according to the following scale:

1. Slapping, pushing; no injuries and/or lasting pain
2. Punching, kicking; bruises, cuts, and/or continuing pain
3. "Beating up"; severe contusions, bumps, broken bones
4. Threat to use weapon; head injury, internal injury, permanent injury
5. Use of weapon; wounds from weapon

(If any of the descriptions for the higher number apply, use the higher number.)

Mark Yes or No for each of the following. ("He" refers to your husband, partner, ex-husband, ex-partner, or whoever is currently physically hurting you.)

- ___ 1. Has the physical violence increased in severity or frequency over the past year?
- ___ 2. Does he own a gun?
- ___ 3. Have you left him after living together during the past year?
3a. (If have *never* lived with him, check here ___)
- ___ 4. Is he unemployed?
- ___ 5. Has he ever used a weapon against you or threatened you with a lethal weapon?
(If yes, was the weapon a gun? ___)
- ___ 6. Does he threaten to kill you?
- ___ 7. Has he avoided being arrested for domestic violence?
- ___ 8. Do you have a child that is not his?
- ___ 9. Has he ever forced you to have sex when you did not wish to do so?
- ___ 10. Does he ever try to choke you?
- ___ 11. Does he use illegal drugs? By drugs, I mean "uppers" or amphetamines, "meth", speed, angel dust, cocaine, "crack", street drugs or mixtures.
- ___ 12. Is he an alcoholic or problem drinker?
- ___ 13. Does he control most or all of your daily activities? For instance: does he tell you who you can be friends with, when you can see your family, how much money you can use, or when you can take the car? (If he tries, but you do not let him, check here: ___)
- ___ 14. Is he violently and constantly jealous of you? (For instance, does he say "If I can't have you, no one can.")
- ___ 15. Have you ever been beaten by him while you were pregnant? (If you have never been pregnant by him, check here: ___)
- ___ 16. Has he ever threatened or tried to commit suicide?
- ___ 17. Does he threaten to harm your children?
- ___ 18. Do you believe he is capable of killing you?
- ___ 19. Does he follow or spy on you, leave threatening notes or messages on answering machine, destroy your property, or call you when you don't want him to?
- ___ 20. Have you ever threatened or tried to commit suicide?

___ Total "Yes" Answers

Thank you. Please talk to your nurse, advocate or counselor about what the Danger Assessment means in terms of your situation.

Lethality Assessment Program

- ▶ In 2009, the Alachua County Sheriff's Office along with Peaceful Paths, partnered to be the FIRST in Florida to launch the Lethality Assessment Program

What other benefits has the LAP created?

- ▶ Improved partnerships and collaboration among law enforcement officers and other community practitioners and advocates
- ▶ New guidelines for hotline advocates who speak to High-Danger victims
- ▶ LAP best practices include follow-up calls and team officer-advocate home visits to victims to provide support and encouragement to use program services

RAD Systems

- ▶ RAD (Rape, Aggression, Defense) For Women (ages 13 and up)
- ▶ RAD (Resisting Aggression Defensively) for Seniors (For men and women ages 60 and up)
- ▶ radKIDS (Resisting Aggression Defensively) Children's Safety Education with an emphasis in self value and personal boundaries; 8 hour curriculum; topics: Bullying, Fires; Guns; Drugs; Good, Bad & Unwanted Touch



MACS became a Zero Victimization School!

► Micanopy Area Cooperative School (MACS) became the first Zero Victimization School in Florida

- Every child, 1st - 5th Grade is a radKID (over 270 kids)
- 4 Licensed Instructors on staff
- Every employee completed radKIDS Zero Training
- No recorded bullying incidents
- Every morning starts with the Pledge and radKIDS rules



Mental Health Initiatives - ACSO

- ▶ Crisis Intervention Training (CIT) goal of 100% of deputies, detention officers and 911 call takers to become CIT certified
- ▶ Emergency Mental Health Dispatch Protocol - First in the nation to be certified to better respond to individuals in a mental health crisis
- ▶ Many sworn members trained in Trauma Informed Response and Forensic Experiential Trauma Interviewing techniques
- ▶ Critical Incident Stress Management (CISM) team - an internal peer support team to assist employees exposed to significant trauma
- ▶ Employees have access to Licensed Mental Health Counselor uniquely skilled re public safety trauma exposure
- ▶ Mental Health Co-Responder Program launched in June 2020

Mental Health Co-Responder Team



ALACHUA COUNTY SHERIFF'S OFFICE *740 – Mental Health Co-Responder Program*

PUB: 05/20/20
STATUS: Current

- I. **EFFECTIVE DATE:** June 03, 2020
RESCINDS: New
- II. **SCOPE AND PURPOSE** – This directive applies to all Alachua County Sheriff's Office (ACSO) personnel and establishes policy and procedures for the use and policy for the Mental Health Co-Responder Program.
- III. **DISCUSSION** – The ACSO is committed to developing and maintaining programs designed to best serve our citizens. The Mental Health Co-Responder team is designed to provide immediate on-scene support, counseling, early trauma intervention, and make service referrals that will best suit the needs of our citizens in crisis. To deflect citizens with chronic mental health and substance abuse related issues from becoming system involved. To help high service utilizers become self-sustainable with the overall goal of systemic solutions to the current mental health crisis. The Mental Health Co-Responder Program is based on successful law enforcement models from around the country.



Alachua County Sheriff

5 hrs · 🌐

Our partnership with Meridian Behavioral Healthcare, Inc. is already paying dividends.



MYCBS4.COM

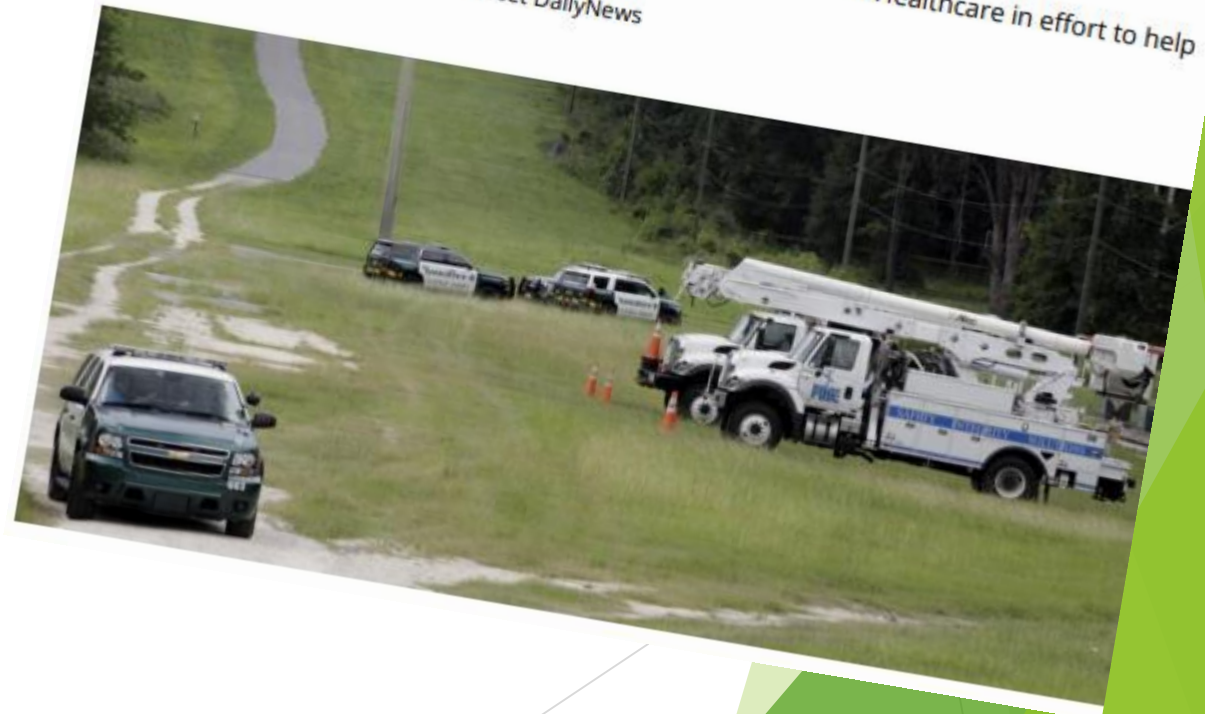
ACSO partnership with mental health services saves a man's life



Man rescued from cell tower by Alachua County Sheriff's Office after threatening to jump

ACSO Mental Health Team partnered with Meridian Behavioral Healthcare in effort to help

By Suzette Cook/Staff Writer Mainstreet DailyNews
Jul 2, 2020





News Release

For Immediate Release | June 25, 2020

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Meridian to Partner with Alachua County Sheriff's Office for Co-Responder Program

Gainesville, Fla. — As part of Meridian Behavioral Healthcare Inc.'s long-term strategy to establish Co-Responder programs throughout the communities served by Meridian, a Co-Responder team has been launched this month in partnership with the Alachua County Sheriff's Office (ACSO). Meridian's first team was launched in April of 2018 in partnership with the City of Gainesville and the Gainesville Police Department and has delivered positive outcomes.

"The Co-Responder concept involves partnering law enforcement officers with mental health professionals to act as first responders to calls for service involving persons with a mental illness so that we can provide them the services they need and potentially keep them out of the criminal justice system" stated Alachua County Sheriff Sadie Darnell.

The Alachua County Sheriff's Office is committed to developing and maintaining programs designed to best serve our citizens. The Mental Health Co-Responder team is designed to provide immediate on-scene support, counseling, early trauma intervention and make service referrals that will best suit the needs of our citizens in crisis.

The Co-Responder program is an evidence-based approach that provides a positive form of outreach, community education, and de-escalation of crisis within our community. Don Savoie, President/CEO of Meridian said, "these teams are a vital aspect of advancing community-based solutions for citizens suffering with mental illness and substance use disorders."

The program will consist of a team comprised of one ACSO Deputy Sheriff that is certified in CIT crisis intervention training and one Meridian mental health clinician; who will partner to work a flexible, 40-hour shift.

The team will ride together in a marked police vehicle and will respond to calls for service involving persons with mental illness, mental healthcare crisis, and calls involving emotionally charged situations. Their focus will be individuals identified as high utilizers of crisis stabilization units, emergency rooms, and the Alachua County Jail.

The majority of the team's time will be spent responding to calls in the community and conducting follow up visits with people engaged as they respond to calls.

The team will also utilize time within their shift to address issues at the 0-intercept point in the Sequential Intercept Model. Intercept 0 focuses on designing mental health/law enforcement systems to connect individuals in need of treatment before a behavioral health crisis begins, at the earliest stage possible.



The co-responder team.

Sgt. Paul Pardue of the Alachua County Sheriff's Office, Briana Kelley PhD, law enforcement clinical specialist at Meridian, and, not pictured is Deputy Sheriff Daniel Maynard.



The Co-responder program is sponsored by Meridian Behavioral Healthcare, the Alachua County Sheriff's Office, LSF Health Systems LLC, and the State of Florida, Department of Children and Families.

Meridian Behavioral Healthcare, Inc. is a comprehensive community behavioral healthcare organization located in North Central Florida. With services available throughout the region, Meridian maintains offices in these eleven counties: Alachua, Baker, Bradford, Columbia, Dixie, Gilchrist, Hamilton, Lafayette, Levy, Suwannee, and Union. Meridian is CARF accredited and licensed by the Florida Department of Children and Families. Its mission is to promote the health, recovery, and well-being of those affected by mental illness and substance use disorders through prevention, coordinated treatment, and supportive services and is based on the vision that hope, recovery, and wellness are within everyone's reach. For more information, visit <http://mbhci.org/>.

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**“Service to the Community First....
Commitment to the Employees Always”**