

PRESIDENT'S TASKFORCE ON 21ST 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