

City of Coral Gables City Commission Meeting
Agenda Item H-2
January 28, 2015
City Commission Chambers
405 Biltmore Way, Coral Gables, FL

City Commission

Mayor Jim Cason

Vice Mayor William H. Kerdyk, Jr.

Commissioner Pat Keon

Commissioner Vince Lago

Commissioner Frank Quesada

City Staff

City Manager, Cathy Swanson-Rivenbark

City Attorney, Craig E. Leen

City Clerk, Walter J. Foeman

Deputy City Clerk, Billy Urquia

Police Chief Ed Hudak

Lieutenant Bart Barta

Public Speaker(s)

Agenda Item H-2 [Start: 11:05:25 a.m.]

Update on Police Initiatives

Mayor Cason: We are going to continue the meeting now with Item H-2, which is an update on police initiatives. Madam City Manager and Chief Hudak please present the item.

City Manager Swanson-Rivenbark: I know Commissioner Lago is on his way, but if you'd go ahead and frame the discussion.

Chief Hudak: Mr. Mayor, Commissioners, Madam Manager, Mr. City Attorney, it's a pleasure to be here with you today. Major Pedrosa is actually in training, so he won't be with us for the rest of our staff this year, as well as our community outreach and public information. Commissioner Quesada kind of gave me my direction to me a long time ago when he said he wanted a 30,000 foot level look at what we are doing and since September 11th I've always wanted to keep that view of what is going on. As much as I don't want to inundate you with all reports, plus the

public records laws, we really don't want to discuss too much of what we are doing, but I felt it was a good time to talk specifically about our initiatives, our statistical information, as you have all heard me say on numerous occasions is coming. We will look at the raw data together, we'll put that together through the Manager's office, but I did want to touch on some of the things that we've been doing and that we continue to do, and just a brief presentation. So as you all remember and as those at home know that because of salary savings on the vacant positions, to date we've spent about \$113,000 on our Assisted Burglary Task Force patrols that we've been doing during the day. That has been a separate line item in working with Finance and the Manager's office so that every dollar is actually what we call "the boots on the ground". We continue to do that with both the marked and unmarked units, there were some concerns that I was going to do away, or we were going to recommend doing away with what you know as the SIT team, the Strategic Initiatives Team. We have adjusted them or I have adjusted them to actually cover some of those marked areas, but there are no plans that I can foresee at all on my behalf to do away with it. We have changed the scope, we may change the size. Right now our priority is staffing on those zones, staffing those people, as well as having the presence in our community that I believe the citizens and the business owners expect, and there is a quantifiable feeling of safety, but we've also seen when we talk about the numbers that we are turning in the right direction. So as we continue to do that we did, as I said, talk about redeploying the SIT team back to the zone patrol, as I have said, and Major Pedroso put this together for me. We have a listing of all the twelve zones and primarily what our target is, is to have the same officers there. A lot of the crime watch meetings that I've attended since taking over, instead of bringing all of the brass there, I've been able to bring those officers that are actually working in that area so they have some really familiarity...so to speak, with those in the community and it's also bringing back information to us. So as we have those tonight I'm in Zone 3, and Officer Toledo and Officer Cloud, if they are available, obviously we'll have them there to actually meet with the citizens to hear what their frustrations and complaints are of what we are doing. As I've said, in looking at the traffic studies as we looked at, within the last three months we have had using traffic units to cover those zones as well. The problem for that is, this year our accidents were up about just short of 200. A lot of that is not necessarily due just to staffing, but actually having them redeployed in that patrol capacity. So we are really kind of finding a balance between the SIT team, the Specialized Enforcement Division as we continue to attack the challenges that we have to deal with in the policing community. Again, our goal has not changed as the deployment of personnel in the neighborhoods and the residential areas. We continue to do the vigilance of our crime stat or our com stat, I'm not calling them com stat, I really believe it's probably better if we look at a mid-management meeting. As you all know, every week from our crime analyst position, Jason Gitzlaff, you get how we deploy, what we are looking at. Our monthly meetings now with the lieutenants and myself is not so much to tell them where to go, it's more of a check and balance to see this is what happened. If we have two burglaries a year, what did you do, and really not in a punitive nature, but it's a check and balance for senior staff to know exactly that

our information is being delved out and we are deploying appropriately. For instance, the Charlie Shift, which is Lieutenant Cordell Adderley, we've been getting burglaries and vehicles throughout the U.S.-1 corridor at different times. We have a suspect, we've had task force put out there, but what I like about it is that Lieutenant Adderley has taken the impetus when he has those extra people outside the 12 to put them in there, and it's not as easy as just catching the one person, there are a lot of other factors that he is weighing in, so we continue to look at it. We look at it with the SIT team, we look at the different hours, and we are doing this throughout the City. So as much as we have our Com Stat-Light Stat, we have a mid-management meeting every month, we did not have it in January, only because of staffing issues and schedules, but we will continue to do that as we continue and I continue with my Monday staff meetings to ask the questions about where we are at. Part of our big success rates and this is kind of the idea of what the City Attorney came up with is our Justice Advocate. I will tell you that we continue to see victims, witnesses that do not want to get involved and do not want to move on and people that have been in their houses, been in their cars, we've come to some plea agreements, our Justice Advocate, our Victim Advocate continue to follow up. I can stand here before you confidently saying, we have done everything we can as a City, as a police department to facilitate these people going through the process as we have to drive them, the officers and detectives know, we will pick them up and we'll take them. Some people just want not to be involved and these are not small crimes, these aren't just the cars, these are the burglaries that have broken into their houses, these are the people that we've arrested for the voyeurism has moved out of town and does not want to be bothered. So we continue using the Justice Advocate to get exactly the most we can to keep them in as long as we can, and then we continue to look at those individuals.

City Attorney Leen: Chief can I add something there?

Chief Hudak: Sure.

City Attorney Leen: This is an outstanding program and it's been strongly supported by the Commission. We were going to have Judge Izzy Reyes come in and give you a presentation in a few Commission meetings and all the different ways its helped, make sure that people that commit crimes in Coral Gables stay in jail and it's the only City that I know of that is doing this program, and it's an extremely cost effective program, it's a great program.

Chief Hudak: Yes – and we are getting a meeting with the State Attorney herself and it gives her B and C prosecutors kind of like an experience of dealing with a judge and talking things out in pits, so to speak, and helping and showing them the ways that they can elevate some of the requirements at bond hearings and things like that. So the State Attorney's office is very supportive, I've talked to a number of my colleagues at the Chief's level asking us questions about that. I've been a little reluctant to give them Izzy's phone number, because I really don't

want to spread them too thin, I kind of like having him close and personal even though Craig only lets me call him once a day because he says the clock starts ticking. It has been an immensely impactful and positive reinforcement to what we do as a community better than anybody else. So we continue to do that, our case follow up with our detectives and working with other agencies. Just recently I know we had a Porch had their wheels taken, there was also video the other night just outside of our City and I'll talk about that in a second, where two other cars had lost their cars, their tires I should say, unique tires. Quick update on the quick response burglary prevention program, we have about 544 employees, citizens, residents that have signed up for the program. Again, from the operations standpoint when an officer hears that, supervisor hears that we are going to start pulling resources because we know our chances of catching somebody in progress is higher, the officers are aware of that and we had one yesterday morning. We started clearing units from traffic details to go over there, obviously it was cancelled so that the system and program isn't working, and myself and the Finance Director and the Manager's office, I believe, as we get this out more and our public relations campaign we are going to see a continued increase in this and it's going to help us. We are still able to provide the service in a timely fashion on what we have right now with our zone officers and other ancillary units that are out there patrolling, so we are happy with that. I have met and we've talked about crime strategies; I gave you from the beginning what balance we are going to look for. We are working with all of our partners and when I say partners, only the police stations that surround us. We are looking to have our trailers and I know you've heard me say this, the ALPR trailers by mid-February is what we are being told by the manufacturer that we will have them here. We have two of the three cars out, we are working out the IT bugs, but those cars license plate reading trailer cars are out as well; and working with West Miami, South Miami, part of Miami-Dade County and Palmetto Bay as well as Pinecrest, we are going to share those hits, we are going to share that information into that system, so if we are looking for somebody. So this is going to be an extra set eyes and ears in certain parts of the City that we are going to establish. There is a platform that I'm very impressed with; we are changing the business model. You might have been told about it in the past called NC-4, and meeting with the newly appointed Police Chief Rudy Yanis last week, we are looking at instantaneous information between the officers and we are going to come back to you with a program of how I think we can better serve our citizens by looking out for some of the smaller agencies on our border as the criminals come back and forth and we are kind of going to piggyback off of the City of Miami's information as well. I believe the county has also looked at that, that may be some years away, I really don't think we can wait and all of that would be funded through our FAF accounts and obviously I'd sit down with the Manager's office to understand exactly what we are looking at. So part of our software platform is in play. I think that's in some big way that that's going to go. We are starting to attend joint Crime Watch meetings, so on February 5th I'll be meeting with several of my colleagues over in West Miami and talking about how we can better look out for one another on our western border, their eastern border. So we continue to work collaboratively as Chiefs, we want to push that

down completely to the officers being able to know everything that's going on in the cities around them in the City of Miami, that is going to help us exponentially. It's been used widely by Tampa in a little bit different model, having known Chief Castro up there for a long time and Assistant Chief, their numbers were astronomical, they brought their crime down like by 65 percent over the last few years. Now granted, it's a different policing strategy, but I believe in this. I don't believe we need to be the regional part of it, I think now that the City of Miami is looking at it we can kind of piggyback off that information and go forward. As I've said before, I'm very happy with the centralization statistical data and analysis, you've seen it. We give the parameters straight up, we give the raw data, the only other time we change those parameters is what you all see as far as how we deploy, what we are looking at, at specific times and days. I'm very happy with what we are doing in our civilian – obviously we need to hire more, we know that, we've talked about it, the Manager and I have talked about it. They are doing a remarkable job of getting the data out cleanly. As we've talked before and our UCR data is coming out and as far as our audits are concerned it's because the people that work in this area, and again I don't have any questions of what they've been doing and being transparent, which you know is my underlying theme among everything. Our Crime Watch meetings with the residents, as I've said, I think from the beginning as ugly as it may be, they probably need to hear from me and see what we are doing. I believe they see the officers out there; we are going to continue that. What I want to do is talk about what we used to call mobile patrol, a citizens mobile watch, I'd like to start that again, working through our Crime Watch. We have a lot of people in this community that want to get involved and we've talked about how to engage them. Obviously, with everything else that happens in the world, everything else that happens in the state, we have to make sure we have a solid program in place for restrictions on what those citizens will do and help us, and as we continue to kind of reroll that back out from what it used to be, I believe we are going to be able to empower a lot of these people with control about what we are going to be doing in the future. And you've probably have seen the crime prevention strategies as far as getting our message out. It was very clear that we needed to get our message out and the balance that we have is making sure everybody knows what's going on in the neighborhood. I don't know if you have seen it, but probably one of the prouder accomplishments I've seen now is our web page in the Police Department. We have gotten out to a lot of things that we have just never really thought about before, because we didn't have the resources and I think Maria Rosa Higgins Fallon has had the knowledge and kind of brought that to us and we've done a great job in working with the Manager's office of putting that information out as we continue to talk about our Officers of the Month, our honored fallen officers, every crime tip we ever had eventually we are going to get to that point where we are going to be able to tell our residents exactly how we want them to look out for themselves and we continue to do that, and a big part of that has been the help of Gables TV, where we now instead of us tying up a lot of resources, it's called "sound on tape." So get Coral Gables TV will do the head shots of Officer Denham or Officer Poole or MR and embed that into our press releases and we send that out, so the media doesn't have to

come to get a sound bite from us. It really expedites them getting our message out to everybody else of what we are looking for. Our media outlets really appreciate that and it also helps get that message out, which is another opportunity for us to spread our message of what we are looking for. The “Be On The Look Outs”, our Spanish postings, our still as well on our web page going through that, and we’ve really kind of hit the media ads as well and going to our Villager, community newspaper, Neighbors, so we have intentionally done this because we want to get the message out as we’ve talked about it before. As we continue to do this, as we talked with Commissioner Lago about looking for some of those, we just grant money for more information. We just signed a FDLE grant that we got from the State for App work, I’m not prepared to really say that we want to work together and in talking with the Manager, we want to see what the inter-connectability is because obviously, as stated previously, we don’t want to kind of reinvent the wheel as far as how many App’s you can, but that’s something that we have accepted the grant money and we are going to continue to work on that App and move forward on that. As far as our community policing and partnerships, I believe we’ve done a pretty good job, there is always room for improvement to getting the message out there to our citizens. Numbers aside, I don’t talk about numbers. If they feel again that there is an increase and there’s a spike, then I as the Chief, we as an agency have a problem with crime, real or perceived. So we need to continue our outreach in doing that. What will be coming out very soon and we’ve already started filming the PSA’s (public service announcements), as working bike safety 101, and working with Jessica Keller and everybody else, as we continue to look at the bike master plan and also to educate the individuals who bike through our City every day; and I know the problems, we’re probably going to have a “pow-wow” with the delivery services on bikes downtown one day about how those guys are driving through the cities and the same type – 5 o’clock in the morning on Saturdays and Sundays. We are going to have to talk with the massive group riders about how to do it safely. Again, probably 75 percent and I can get you the exact number, of bicyclists versus car accidents; the bicyclists have some culpability in that accident. So it’s an educational process more so than it is an enforcement thing. So that’s my commitment and what we are looking at right now. Something very special – I don’t know if you all remember this, is finding a way that we partner with everybody else. Lieutenant Bart Barta has been with the agency about 25 years, 26 years, he has done some work on autism at the state level that has actually changed the way insurance companies deal with and respond to autistic individuals as far as health care. Some of the work that he has come up with, with a grant that was given in part by us has put us in front of this, in front of everybody else, and you are going to hear a lot about this program, Coral Gables is going to be in front of it with this partnership. So if you’d indulge me for just a few minutes, I’d like to introduce you to Lieutenant Bart Barta who works in our narcotics section and have him tell you a little bit about something that actually came from the direction of this dais.

Lieutenant Barta: Good morning Commission, honorable Mayor. I’m really excited about this. I have to honestly tell you I’ve been working now with the City of Coral Gables for 26 years and

I've enjoyed every single year and have been involved in a lot of great cases, and been involved in a lot of different projects, including being the department's accreditation manager and helping our department achieve a reaccreditation status twice, but I'm going to tell you right now, this is probably the most exciting project that I have been involved in, in 26 years, and the Chief isn't kidding when you he tells you that this project is going to put Coral Gables on the map nationally. I don't even know where to begin to tell you the truth. I have a son, a young son, he's 11 years old, he was diagnosed with autism when he was 3. Not knowing much about the disorder, I went to the University of Miami, Nova Southeastern University CARD Center, that stands for Centers for Autism Related Disabilities, for assistance, and they've been amazing. CARD is – we are so blessed to have the University of Miami CARD Center right here in our City, because they do the most for individuals with autism than any other organization in South Florida. So it brings me to what I'm talking about here today. About a year ago, I was approached by two Coral Gables residents, Matthew Deets and Debbie Deets, they run an organization here located just right outside of our City in the City of Miami called Disability Independence Group, they are a disability advocacy group; and I was approached with this idea of trying to develop a card or come up with an idea of trying to develop a card that would help individuals with autism spectrum disorder, disclose their disability in a safe manner. Hopefully also try to bring some clarity to a situation in which a person with autism might encounter somebody who has autism. If you don't know anything about autism, I'm not going to give you the 101 here on it, but it affects everybody differently. Some individuals are obviously affected more severely than others; some individuals have real communication challenges as well as behavior challenges, and with these communication and behavior challenges oftentimes individuals with autism can be mistaken as being under the influence of some type of controlled substance or suffering from some form of mental illness, when in fact its none of those things, its simply autism manifesting itself. So you don't have to read much in the news to hear about some of the horrific tragedies and stories that have occurred involving law enforcement and individuals with autism. So I met with Matthew and Debbie Deets, who happen to be sitting in the back of the room today. They were kind enough to come here today. We collaborated with the University of Miami Centers for Autism Related Disabilities and with one of the doctors over there, Dr. Diane Adrian, and we came up with a card that we've entitled, "The Wallet Card", and we spent months and months developing this card, and basically what's really unique about this card that sets it apart from anything else is that each card is customizable and its free to anybody that has autism that would like this card. The Disabilities Independence Group, they create the cards and they send the cards out to individuals, and so on, the card – do you mind if I pass them out to you?

Mayor Cason: Sure.

Lieutenant Barta: If you look at the top of the card it has the person's name and then it explains if they have autism and it's a communication social disability. What's really great about it is, this is just an example our sample card, but through DIG's, Disability Independence Group's website, whatever particular challenges, unique challenges that this person face, be it communication challenges, be it sensory issues, be it behavior issues, be it if its seizure disorder, any other disorder they can be included on this card. Also there are some tips on there on the back of the card for the first responder that they can utilize to help them, in addition to the mercy contact information on the back of the card, so if the officer or the first responder gets there, they want additional information, they can reach out to the mercy contact. So this will hopefully reduce some of the misunderstandings. With the assistance of this Commission and I sincerely say this, I appreciate the generous funding of this project through our Forfeiture Asset Funds that you approved and authorized, we've been able to create a video for this program and I'm proud to say that this video has all Coral Gables Police Officers on it and the individuals that are interacting with the police officers all have autism, so there are no actors like paid or professional actors, and we did this purposely because we wanted officers to understand and see how people with autism act and behave and communicate. I'm taking up a lot of time and I don't want to take up a whole lot of time, but if you want more information about this program and about this card you can go to the website and I spoke to the Chief and he has agreed that we really also want to put this video on the Police Department's web page, so individuals can also go to the Police Department's web page, but the video right now is also on Disability Independent Group's website. I think the Chief is also going to probably try to send you an email later with the link to the video that you can upload and look at. It's about nine minutes in length and it's excellent. I'm not just saying it because I'm a part of it and this project, but two weeks ago I went to the statewide CARD conference and there were nine centers, CARD centers from across the State of Florida that were there and we presented this project to the folks at CARD and it got a resounding support from all the CARD centers in the State of Florida. I think this program is going be not only here on local programs, state programs, this program is going to be something that we are going to see expand nationally and we are already seeing national interest in this, we are already receiving calls as far away as from Virginia, from other agencies in places that want to know about this card and how they can get it.

Mayor Cason: Have you thought of going to local TV and Spanish language radio to let people in other communities know that this exit that would be a great way.

Chief Hudak: That would be part of our overall program, we are meeting as far as putting up where we're at, as far as our social media platform and working obviously with the City Attorney and the City Manager's office, so it's a unified City, but yes, this is one of the things that we've been putting out as far as what we do. This kind of ties into, I don't know if I would say weigh into safety net is another lojack tool as we have residents in the City, autistic,

otherwise, Alzheimer's patients, as they get bracelets, so to speak, locator bracelets, and we have that technology now deployed throughout every officer with the exception of the few that we have signed in, myself included, have been through this, where it is basically a tracking system where we can find somebody and we have 46 linear miles of waterway where we have to be more responsive, so there is a unit in our station, there is a unit, I believe at Station 3, and Station 2, so the officers now everybody can get – we've kind of cut through, and these are the kinds of things that we want to put out to our residents as well as our visitors that we have, these abilities to do this. I think as Lieutenant Barta said the biggest part of these videos and I will send you all a link to the video. It is impressive to see how we do interact with this every day, and we will continue to put that out Mr. Mayor, through the Manager's office, I think it's a citywide sponsored thing, not just necessarily police.

Vice Mayor Kerdyk: Let me just say. Thank you – they happen to be good friends of mine, Matthew and Debbie, and they advocate so much this very, very worthwhile cause here. They are residents of the City of Coral Gables, actually Debbie's mother and father, Judge Langer and Sharon Langer, Sharon served here many, many years on many different Boards and Judge Langer of course served this community very well as a judge, but anyway, thank you very much for coming here and putting together this very worthwhile project for our community and it sounds like for many, many other communities.

Commissioner Keon: How do people get these cards? How do we tell our community about this?- and how are they able to...?

Lieutenant Barta: We are going to include this on the website and with the Chief's permission I'm sure we are going to do a press release on this, but we want the Commission to be aware of this first before it breaks in the news of course.

Mayor Cason: The Disability Board as well.

Lieutenant Barta: Disability Board is familiar with it, we've made presentations there and have the full support of the Coral Gables Disability Advisory Board and Bonnie Blair is right on board with it and has given her full support as well. But you can go to – DIG is the creator of the card, they are the ones that's going to disseminate the cards, and so if you go to the website and there will be a link from our website that will bring folks to DIG's website where they can request the card, and there is a field that they can fill out. The turnaround is about a week and it will be sent to individuals free of charge.

Commissioner Keon: It's such a great thing.

Lieutenant Barta: Thank you.

Mayor Cason: Thank you very much, that's a wonderful program.

City Attorney Leen: Can I say one thing? You know I have two children with autism. I just wanted to say and my biggest fear for my daughter with severe autism is that she can't communicate and she gets upset sometimes and she'll yell or she'll be very happy, but people don't understand and so to be able to have something that she could at least have on her person and maybe this device, this tracking device that we are looking at as a family, I think it's great what Coral Gables is doing. But I wanted to just mention that Bert Barta is a treasure to people with autism and he is – I know that he is a leader in the field and I just wanted to make a personal statement that I appreciate it so much and I appreciate that this Commission has been so supportive of this matter. I think it's really important for people with autism. Thank you.

Commissioner Keon: We really need to use our resources to have this known, unless people know to look on the page they are not going...

Lieutenant Barta: Just one thing, if I might say this. The Chief has kind of an idea about this, but we've been asked to apply to the Autistic Society of Americas National Conference, we've been asked to apply to bring forth this program that will be considered for presenting this program, if we can present at that conference that would be huge. This information, especially collaborating with the University of Miami The Center for Autism Related Disabilities and working with the ASA, the Autism Society of America, the message is going to get out. It's going to be in the publications, autism publications across the country, so it's a big thing and again, I'm very proud and thank you very much Craig for your kind words. I'm very proud to be a part of it and very proud that the City of Coral Gables is being a leader in this area and you really ought to be commended.

Commissioner Quesada: Are there any schools in Coral Gables that focus on helping children with autism?- because if there are maybe we can let them know.

Lieutenant Barta: Well there is Crystal Academy, which is I believe here in the City. They do have – I'm not sure exactly, Craig might know better how many students they have.

Commissioner Quesada: But regardless of whom they are, if you can just make it a point to reach out to them and let them know it exist.

Lieutenant Barta: Absolutely – absolutely. That's one of the things that myself and Debbie and Dr. Adrian at the University of Miami, we are developing an exhaustive list of all the

organizations that we are going to contact and notify about this, so we are still in the process of identifying all of those organizations and making sure that all of them are notified about this program.

Mayor Cason: There is a possibility, I think next year that there is going to be an international Sister Cities meeting here in Coral Gables, that would be a wonderful opportunity to let other cities from around the world know this because this is probably unique, not only for the United States, but I think it would be a great receptivity, so Carolina Rendero will be the person on our International Affairs Board that is putting that together, she is on the national Board, it might be a great way to spread it even farther.

Lieutenant Barta: Yes sir. Thank you.

City Attorney Leen: Speaking of Crystal Academy – we received word from them that there were blowers, noise blowers, you know leaf blowers that are making a lot of noise and it was causing issues for the kids in the morning, because they have a large autism population there, and I have to say this is what's special about Coral Gables, Will Ortiz, the Code Enforcement Director and Michael Kattou, the supervisor, both personally went out there immediately and met with them and they are going to go out there any time the blowers are there to try to make sure that the noise ordinance is being followed. So things like that are just very special about the City.

Mayor Cason: Thank you.

Chief Hudak: Thank you Bart. Just another one of the examples of all the great people that we have working for the City, not just in the Police Department, some things that we just don't do enough to talk about what they are doing and we are going to do a better job; and we have meetings coming up as far as our strategic outreach plan, I believe this is part of it. And another issue that came up through the year is homeless; and my philosophy on homeless and I've talked to some of my colleagues about this, homeless people are not problem people, they are really not, they are people with problems and we have to adjust how we deal with that in the City. So we have worked, as you all have approved of buying the two beds. We are currently working the MOU with the Camillus House so we can continue to help these people with their problems. And we understand the inconveniences and some issues that we have to take legal, medical action, whatever it is, but for the most part I believe we are going to be able to report back to you within this year that our partnership with Camillus House we are going to need more because we can help more, we continue to do that. I think the officers have embraced it as we continue to finish the MOU with everything else, we are going continue moving this throughout and this will be not just a winter time initiative, it will be all the time; and again, we are going to memorialize

that, we are going to move forward on that. Some of the other community things that we are bringing back, we have just signed on the retraining for the RAD classes, which are the Rape Aggression Defense classes, self-defense and tactics for women. For those who really want to take things out, understand we put officers in what we call “red man suites” and it’s a no holds barred cage match on the officer, there are no repercussions. We have had 16 year olds and we actually had a lady in her 80’s in a walker take this class. I will tell you that I’m going to be paying for my daughters as they start to go away, because sometimes we do live in a bubble and they need to understand and daddy can’t tell them everything, so they need to figure out exactly what it’s all about, so I really want to start that back up. Kelly Denham and our Community Affairs are going to start putting out other things that we are going to do. As we talked about and if IT can put up – working on what’s used to be known as the Citywide Anti-Crime Committee, I’ve met with just about all of you myself and Walter. What we are looking at is looking 12 by 12 – this is the north end of the City along Flagler Street, areas 3, 2, 5, 4, 7, 6, we are looking for representatives in those areas. We will be meeting with you – this is U.S.-1, which divides north and south and again, these are broken down into smaller areas, but we are looking for people that you know – next slide please – then this will be the south end – that will be the south end of U.S.-1, along Sunset, Red Road, and looking at the areas down in Gables By The Sea. We are looking for names in those areas, we will be meeting with you all to look for that, the parameters and meeting with the Manager, meeting with the City Clerk as far as what we looking at. I don’t believe it’s going to be very meeting intensive, I will say we would probably at minimum meet semi-annually and we will continue as projects come up to look at that. As I’ve said to you all in previous meetings, the first task that I see for this committee is going to be to look at that matrix report that we had received and get their input on it. Obviously, to talk with you all and we kind of look at what we want to keep, what we may not want to keep, what we may want to revisit on a holistic view as far as our efficiencies within the Police Department versus what the needs of our citizens have been. So again, I don’t think it needs to come from me or my staff, but I do value the input of people that are not going to be telling us what to do, but also giving us some insight that I may not see, which is why we are kind of basing it on the 12 person panel, so to speak. Finally, we talked about some Smart Water, I met with them yesterday. We will continue to push Smart Water, we will continue to put it out into the community so they know about it, we haven’t invested any more funds at this time on it, but we are looking at some partnerships for some signage where we see incidents where there’ll be school drop-off. I’ve said this many, many times as had the people on this, if you are getting out of the car to pick up your child, take your purse with you, take your briefcase with you, because there are people, there are predators that wait, smash the window and go. So we are looking at some additional signage and we are working with Smart Water on that to put that out. And finally just as we start to wrap it up, our update on where we are at as of yesterday in looking at – I’ve met with staff, met with HR (Human Resources), we have a meeting coming up this week with the City Manager so she can kind of get fully up to speed on where we are at. Right now with sworn positions we are actually

16 short. As you all know, I sent out an invitation for next week, we are going to swear in another 3 or 4, and promote as we continue, and the civilian positions we are down 11. Again, this is my priority, my wish as the Chief, as the Interim Chief I should say is that we need to hire 25 officers this year to stay where we are going to be on our anticipated retirements. That's not the unforeseen ones. We hired 22 last year. I know there is a lot of perception out there that we are extremely short, because of this Commission's action and allowing us to use that money to the tune of about \$113,000 just for that, we have seen a noticeable throughout the City of what the men and women of the department are doing. The 16 positions or so that we are looking at, it slows us down, but it doesn't stop what we are doing and we continue to look at this through our response times and how long it's taking us to process actual reports. So we are continuing to look at that, but again it's going to be a comprehensive look with the Manager's office, we are actually having a meeting next week to talk specifically about this with HR, so we continue to do that. For the first time we are going to have an open recruiting call so-to-speak, at the Police Department on March 21st. We have found in looking at this, and one of the averages that Sergeant Rodriguez, our long time background recruiting person has given us is, 300 applications yields us one officer; to look at 300 applications into the system, certified or not yields one officer. A lot of that beginning work is a lot of problems that we are trying to sort out, so we are going to do this as an event to try and weed out what we can as soon as we get the process and continue to move it forward with HR as we continue to go. We have more in the pipeline, officers coming out, so you'll see it on a regular basis as well as the promotions that come forward. I have believed in and always have been a proponent of open communications with the union, whether we agree or disagree, I think we can do it cordially. We continue that relationship every day when they are in and we have good discussions. I also believe in, including them in some of the decision-making processes going forward as we are putting policies in. We will continue by the contract – I had a meeting with the Union President and have some duties that he will be doing as part of the contract negotiations with the collective bargaining, so we will have specific duties that he will be doing as part of his fulltime President working out of the office type thing. He is engaged, he is going to be continued to engaged, and we are working together collaboratively. We are going to have disagreements, I'm very much aware of that, and I'm fine with it, but I also want to hear what they have to say. I think we've kind of calm down as far as the department is concerned. We are getting out our number of complainant-type forms that I monitor daily have dropped off substantially. We continue to move forward in that direction. And lastly, I have to tell you and I know Lieutenant Barta touched on it, I can't tell you enough of how proud I am because I'm not really responsible for it and as a matter of fact I had another certificate issued to my predecessor because this came up under him, but for the seventh time your Police Department was reaccredited by Colia on the Gold Standard in Public Safety, and Chief Miller actually represented me out there and I don't believe we had any applied discussions, which is unheard of in the country, and we will be doing a formal presentation, somebody from Colia will be coming down, but for the seventh time going

along, Alex Roffy has taken this bull by the horns, so-to-speak, he's become a subject matter expert on this, I believe his future is going to be there, and it serves us well. I remember the first time we talked about Colia many, many, many years ago, and I didn't think it was necessarily something we needed to deal with and now that we are considered one of the leaders in the area of doing it, because of a lot of people's hard work, it's a pretty proud moment for me as the Interim Chief, and again, this was done by the officers and staff before my appointment, it was kind of like already put it, what I do at this point. The rest of my staff is here, Chief Miller is here, Major Molina is here from CID. If you have any questions Acting Major Lawrence with any traffic issues in SED and Acting Major Ellinport for any of the communication issues. So I'll open it up for any question for us now.

Mayor Cason: Just have two questions. Is there anything else you need from the Commission now in terms to do your work?

Chief Hudak: I don't believe there is right now. I believe that we have to look at from the Police Department standpoint as we continue to incorporate and this as a City, the Manager and I have meetings scheduled this week or this coming week, I should say. I'm going to come forward with what is there; I don't think there are any budgetary items as far as what we need. As I've said before, my goal is to get to that 191 sworn and fully staffed civilian, as we continue to work and look at other part-time assets that we could use before we start looking to the future. As Commissioner Kerdyk pointed out, how our City is going to grow and what we are going to deploy. So I'd be premature to say I could use something else right now. We need to fill those positions, we need to keep our nose to the grindstone in hiring, and we need to keep people out in the streets, which I believe we've been allowed to do because of the actions of this body and the Manager's office.

Mayor Cason: Great – and the other question is, is there any change in the threat?- we don't have neighbor on neighbor problems in the Gables, I understand all of our crime comes from outside. Is there anything new that you are seeing, any new trends?

Chief Hudak: Alarmingly so and everybody knows it. My biggest threat is to the officers and some of our response times and things like that will change because we've driven the point home that we want two officers to go to a call. We don't have the luxury of doubling up individuals, we send two officers. I think for far too long, and myself included, Oh, I can handle this by myself, and that's where random violent attacks on police can occur everywhere, any place. Coral Gables Police Department has lost nine officers in the line of duty and if you look at it per resident ratio, we are right up there with the other major departments in Miami-Dade County, and it can happen everywhere. I try and drive that message home to the officers. The threat has not increased for the residents so much, as it has increased for the officers, which we have to take

just a step slower to make sure we are getting it done. Again, our intelligence group, which is kind of changing the way we are doing, instead of becoming a repository of it, we are putting people out in those different areas, working with the FBI in certain pilot programs that can bring the information back to us. I think our biggest threat in law enforcement is the perception of us being violent, which is not necessarily the case, and then again those people that may wish to do harm strictly because of the uniforms that we wear, and as I told the new officers coming out, people on the street don't know if you've been wearing this uniform for 26 years or 26 minutes, and that is a tough position to be in, so we take our FDO process very, very seriously, because we don't go call to call and this is why we train so much, so we can't afford to get rusty and that's what we continue to drive home to the new officers.

Mayor Cason: Thank you. Any other....

Commissioner Quesada: Thank you so much. Great – very comprehensive.

Mayor Cason: We've got a great department, you've done a wonderful job, I think. You say trends are going in the right way. Come back to us if you ever find there are some things you really need to make you more effective and efficient and we will always be open.

Commissioner Quesada: By when do you want us to give you names for the different zones for that new committee?

Chief Hudak: I'm going to defer to the City Clerk, I think we have one more meeting tomorrow and then we've met with everybody and then I think we can kind of look back at the maps and kind of put where everybody is. So I've been getting names, if you have names, if you send them to the City Clerk, the Manager and I discussed this last night after a community meeting that we each have an appointment by direction after that, so we are going to kind of see if there is something else that needs...

Mayor Cason: And they can't be on another Board already.

Commissioner Quesada: Yes of course, that makes sense. And just to clarify for those at home the idea is for each of the 12 zones that the Police Department has designated for the City for a resident who lives in that zone to be participating and to work closely with the Police Department to give their insight what they see, additional feedback, so the Police Department is more in touch with the residents in each district.

Chief Hudak: Exactly. We are looking at close as we can get to the people that maybe work in the downtown district or in that area, and then I really want to have those people engaged and I

think with that many people, when we have the Crime Watch meetings, we have the area representatives so-to-speak there, that can be representing you all as well as the Manager.

Commissioner Quesada: That's great. I love it.

Chief Hudak: I believe it's much more transparent, and again, it will help us deploy and help the officer's kind of bond with what we are trying to accomplish.

Commissioner Lago: Mayor can I just make two quick comments.

Mayor Cason: Sure.

Commissioner Lago: First off I want to commend the Chief for his incredible work over the past few months, you've done an incredible job, you represent the City in the best light, and I also want to commend your staff, because yesterday on the way to the ABC meeting, I ran into a suspicious individual and I think you are aware of what occurred last night and your staff, I'll leave out the details, but your staff took care of it. It was on Granada, they did an incredible job and it was with a minor, I think. Was the gentleman a minor or was he an adult?

Chief Hudak: He was an adult, but he had mental capacity issues.

Commissioner Lago: Yes – mental capacity issues, and staff, the police officer stopped and did an incredible job in handling the situation very respectfully, understood that the individual had some sort of issues. The individuals that were chasing him were under the impression that he may be intoxicated, but he was not, but the issue was that he had actual mental issues, and he was not from Coral Gables. I never got the officer's name, but he did an incredible job.

Chief Hudak: They told me right away that you did an excellent job during the take down phase of...

[Laughter]

Chief Hudak:...but we have your pictures up, so really everybody in the Police Department knows who you are.

Commissioner Lago: Which one – hands up?

Chief Hudak: Well the hands up was definitely what came first, but again this is working together. The other half of that story, Commissioner is, that the unmarked canine officer as well

as myself and another officer actually took a DUI off the road somewhere off 874, that had hit a car in South Miami, so his night was just another – that was the beginning of the end of having a DUI arrest, I think...

Commissioner Lago: Let me just tell you, you make it sound routine, but that just shows you the quality of individual that we have working on the force. Incredibly respectful, got the job done and obviously took an individual off the street that had mental capacity issues and at the end of the day could have harmed himself or harmed someone else.

Chief Hudak: We have great employees. I know the City Manager has said this already, they do exceptional work and they continue to do that, and our biggest asset in the Police Department are its employees, sworn, civilian, they get the job done every day, and that just kind of point them in the right direction. So we don't have the issues other departments have, we have things in place to make sure that doesn't happen, but I think we've really gotten to the basics of what we need to be as a Police Department for everybody, and I appreciate that and I'll make sure everybody knows.

Commissioner Lago: Thank you.

[End: 11:56:22 a.m.]