CORAL GABLES.

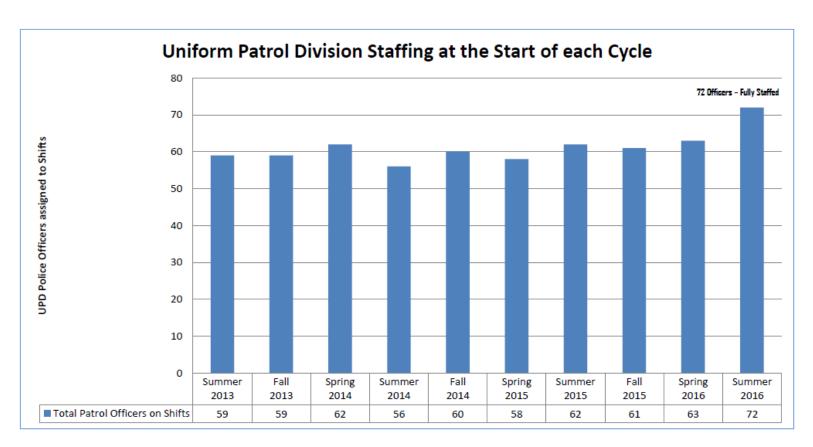
THE CITY BEAUTIFUL



PUBLIC SAFETY

UNIFORM PATROL DIVISION STAFFING

N=_____N



There are 9 Patrol Squads each with 8 Police Officer slots.

The number of Police Officers needed in all squads to reach full staffing is 72.

Updated by: Maj. R. Pedroso 06/09/2016

UNIFORM PATROL DIVISION STAFFING

CORAL GABLES POLICE DEPARTMENT DEPARTMENTAL DIRECTIVE

DIRECTIVE NO. 16-06 UNIFORM PATROL DIVISION MINIMUM STAFFING POLICY

DATE: 06/03/2016 EXPIRES: UPON REVISION

DISTRIBUTION: ALL DEPARTMENT PERSONNEL REPLACES: N/A

Effective immediately, until the appropriate Standard Operating Procedures can be reviewed, approved and adopted. The minimum number of personnel assigned to the Uniform Patrol Division will be as follows:

4 Lieutenants 9 Sergeants 72 Officers

If at any time and for any reason that number of personnel in each of these three categories falls below the listed minimum level, the Chief of Police after assessing the totality of needs in the department at the time of said transfer, will temporarily transfer the appropriate Lieutenant, Sergeant or Officer to the Uniform Patrol Division at his sole discretion.

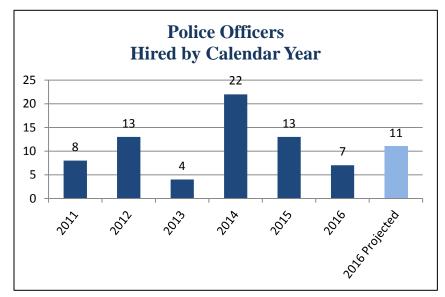
All transfers back to the original assignment will be considered and implemented by the Chief of Police on a case by case basis.

POLICE OFFICER RECRUITMENT

Budget Year	Sworn Police Officer	Calendar Year	Officers Hired	Officers Separated from Employment	Officers Vacancies
2010-2011	135	2011	8	10	12
2011-2012	135	2012	13	5	5
2012-2013	136	2013	4	10	20
2013-2014	143	2014	22	15	13
2014-2015	143	2015	13	15	16
2015-2016	143	2016	8*	3	11

* One (1) additional New Hire pending final medical for a Total of 9 Hires which would reduce Vacancies to 10





Note: The Statistics/numbers are subject to change based on data and time retrieved.

RECRUITMENT EFFORT ATTENDING EVENTS

Recruitment takes place in the following events:

- Miami Police Academy Recruiting Events
- Florida International University (FIU) Career Day
- FIU "Veterans Only" Career Day
- University of Central Florida Criminal Justice Career Day
- Keiser University
- Graduating Ceremonies at the Miami-Dade College Police Academy
- Miami-Dade College Career Days (North and Kendall Campus)
- The Miami Veterans Affairs Center
- John Jay College of Criminal Justice (New York))
- Statewide Job Fairs in Orlando



RECRUITMENT EFFORT

LOCAL UNIVERSITIES

- Miami Dade College
- Florida International University
- University of Miami

CORAL GABLES OPEN HOUSE / JOB FAIR

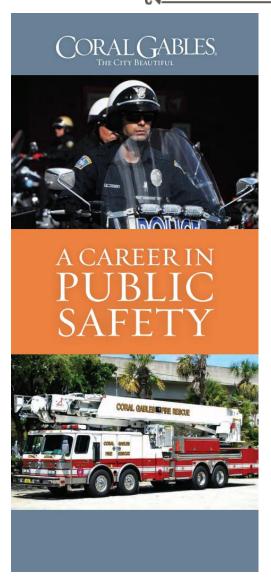
- Police Recruitment Event /Open house held on June 4, 2016
- Next scheduled Police Recruitment Event/ Open house -July 21, 2016

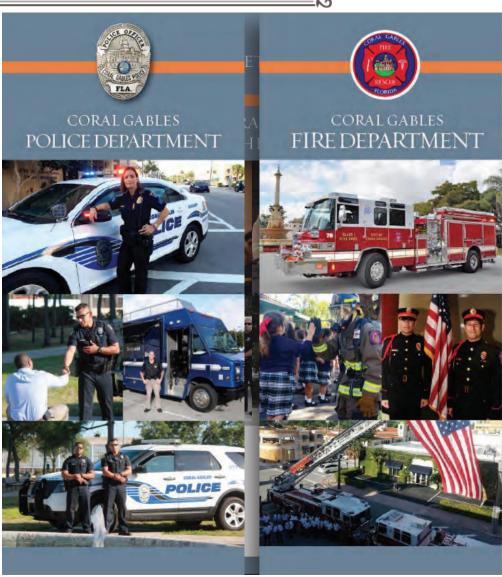
ADDITIONAL EFFORTS

 A dedicated Human Resources Analyst/Public Safety Recruiter to handle Public Safety



PROFESSIONAL RECRUITMENT BROCHURE





PROFESSIONAL RECRUITMENT BROCHURE

IF YOU'RE CONSIDERING A CAREER IN PUBLIC SAFETY, YOU SHOULD CONSIDER CORAL GABLES



Coral Gables is a full-service, affluent, and culturally diverse city with a population of 50,000 and a 90-year reputation for excellence. The City is well known for its quiet streets, stunning residential architecture, and historic landmarks. Coral Gables is also home to the University of Miami. The downtown business district is an active, thriving international community headquartering 175 multinational corporations as well as many excellent hotels, restaurants, art galleries, corporate offices, and retail stores. The daytime population is approximately 90,000 people consisting of workers, shoppers, and visitors. Our police and fire departments are rated among the highest in the nation. We are seeking professionally-minded, highly-qualified, and motivated candidates to join our team of dedicated public safety professionals. We offer professional career opportunities, excellent training, competitive salaries, excellent benefits, and recognition and honor for a job well done.

WHAT SETS CORAL GABLES APART FROM OTHER CITIES?



CALEA Gold Standard City
Less than 1% of the Police Departments in North
America are accredited CALEA Gold

ISO Class I Fire and Accredited Fire Department Only 10 Fire-Rescue Departments in the nation have this combined status





ARE YOU QUALIFIED?

We're looking for professionally-minded individuals with high integrity and a passion for public service. Find out more by visiting our website at CoralGables.com or scanning the QR code on the back of this brochure.

JOIN THE TEAM THAT SETS THE STANDARD FOR EXCELLENCE! Coral Gables is currently recruiting for the following select full time positions:

- · Police Officer (certified and non-certified)
- · Crime Scene Technician
- · Crime Analyst
- · Neighborhood Safety Aide
- · Communications Supervisor
- · Communications Operator Trainee
- Police Records Clerk 1



Coral Gables is an Aaa rated city by Moody's and AAA rated by Standard and Poor's The only city in Miami-Dade County with top dual ratings

PROFESSIONAL RECRUITMENT BROCHURE



RECRUITING CERTIFIED
AND
NON-CERTIFIED
CANDIDATES

Salary Range Recruit: \$47576 -- \$6

Police Officer: \$52,501 -- \$74,775



CORAL GABLES
POLICE
DEPARTMENT

CORAL GABLES

The City of Coral Gables Police Department is certified CALEA Gold – a standard that less than 1% of the nation's police departments have achieved. Our police officers serve and protect a culturally diverse and affluent city well known for its stunning architecture and historic landmarks as well as being home to the University of Miami. We're seeking highly qualified and motivated candidates to join our team of dedicated law enforcement professionals. Qualified candidates will receive excellent training, competitive salaries, comprehensive benefits and a career path paved with recognition and honor for a job well done.

ARE YOU QUALIFIED

- At least 21 years old U.S. citizen
- Have a valid driver's license
- ☐ Have a high-school diploma
- Have a minimum of 54 college credits
- ☐ Have binocular and monocular vision of 20/100 uncorrected, 20/30 or better corrected, and must have color vision.
- ☐ Have no more than 5 moving violations in your lifetime not including any with a disposition of "Nor Guilty" or "Dismissed", and none within 3 years of application submission; no history of suspended and/or revoked driver's license (not insurance or toll related); no more than 2 "at fault" traffic crashes within the past 5 years or any reckless driving or DUI arrest and/or conviction.
- Have never been convicted of any immoral/unethical conduct, criminal conduct and/or substance abuse.



FOR MORE INFORMATION: Human Resources Department 2801 Salzedo Street, Second Floor Coral Gables, FL 33134 305-460-5523 www.coralgables.com



RECRUITMENT EFFORT

POSTINGS/ADVERTISEMENTS

- International Association of Chiefs of Police (IACP)
- The Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Police Executive Research Forum (PERF)
- National Organization of Black Law Enforcement Executives (NOBLE)
- Miami Herald
- Florida Association of Chiefs of Police
- Miami-Dade County Chiefs of Police
- Monster.com
- Indeed.com



OVERVIEW PAST 6 YEARS

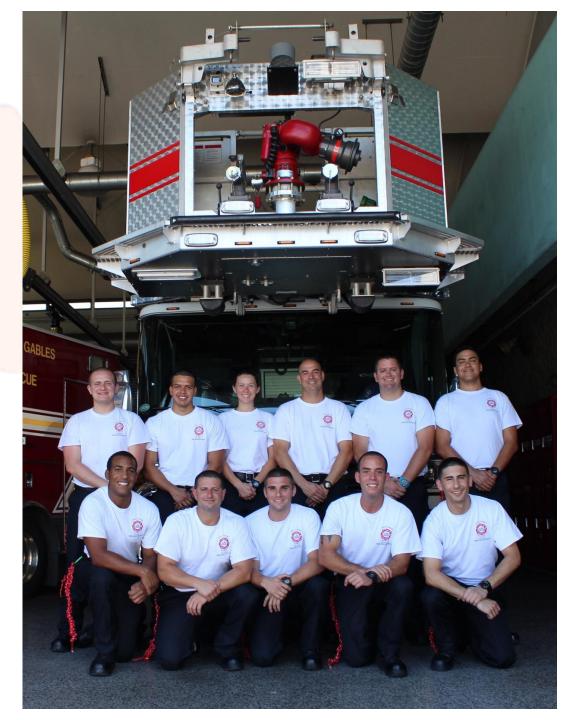
FIRE FIGHTERS

BUDGET YEAR	SWORN FIRE FIGHTER POSITIONS	CALENDAR YEAR	FIREFIGHTER S HIRED	FIREFIGHTERS SEPARATED FROM EMPLOYMENT
2010-2011	134	2011	3	1
2011-2012	134	2012	1	2
2012-2013	134	2013	4	3
2013-2014	134	2014	6	6
2014-2015	134	2015	5	8
2015-2016	134	2016	11	1

As part of the City's succession planning strategy, the number of Firefighters hir ed reflects 2 positions which have been hired in anticipation retirements prior to October 2016.



Fire Fighter Recruitment



Public Safety Strategies

EMERGING TACTICS

PROCESS IMPROVEMENTS • EFFICIENCIES ■ FORCE MULTIPLIERS ■ HARVEST DATA ■ DATA MINING - PREDICTIVE ANALYSIS -GEO SPATIAL ANALYTICS • IDENTIFY EMERGING PATTERNS • PROACTIVE AND PREDICTIVE APPROACH TO INTELLIGENCE LED-POLICING • SPOT TRENDS • IDENTIFY REPEAT OFFENDERS • DEVELOPING SOPHISTICATED GRAPHICS FOR REAL-TIME ANALYSIS AND VISUALIZATION BENCHMARK ASSESSMENTS

Public Safety Strategies

Outcome: Predict the likelihood of particular crime occurring in conjunction with factors, events, weather, location, dates, etc.

- Identify suspicious activity and patterns more effectively
- Strategic targeting of chronic issues
- Making better use of intelligence at the neighborhood level and other data and information systems
- Transition data into actionable information to support the direct services on the field: maintain rates at or below national trends

PUBLIC SAFETY STRATEGIES

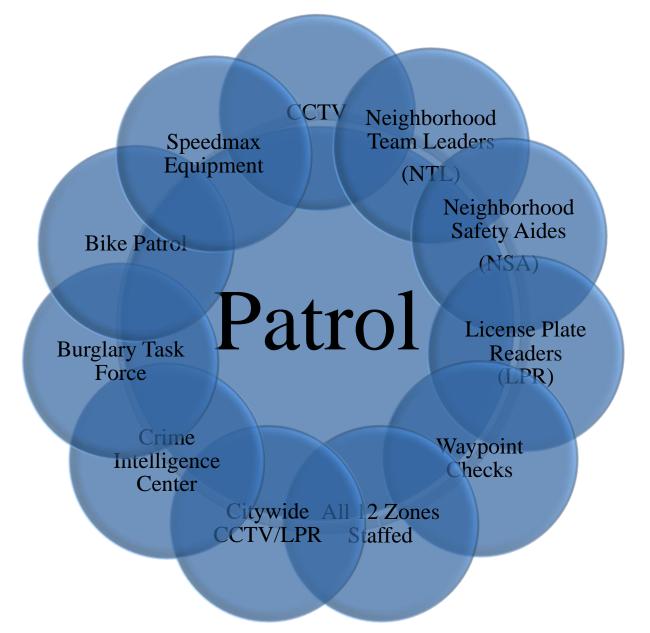


DIRECT FIELD STRATEGIES

- Neighborhood Team Leaders
- Neighborhood Safety Aides
- Patrol Zones (12) Staffed Citywide
- Directed Patrols
- Park & Walk Details
- Area Checks (Neighborhood) focused Patrols)
- Waypoint Checks (All City Departments)
- Citywide Traffic Enforcement Plan
 Crime Intelligence Center
- Decoy Vehicle

- Crime Prevention Signage (Vehicle Crimes)
- Neighborhood Team Policing Unit Pilot Program with Bicycle Patrol
- Watch orders
- Burglary Task Force
- Speedmax Equipment
- * License Plate Readers
- Citywide CCTV

DIRECT FIELD STRATEGIES



ADDED VALUE SUPPORT STRATEGIES

- SARA Projects (Retail Theft)
- Daily Case review and analysis
- Bait Vehicle
- GPS Trackers for bait/decoy vehicles
- * Repeat Offender & Location Tracking
- Response Time Analysis and Assessment
- Crime Prevention Brochures

- Crime & Temporal Analysis
- Weekly Crime Briefs
- Social Media Intelligence/Tracking
- Internal Message Reports
- Dashboards
- Problem Solving Initiative Meetings
- Homeland Security Briefings

EXTERNAL

- Liaison with Joint Terrorism Task Force
- Florida Fusion Center
- Private Security Guard Posts
- Liaison with mail carriers and package delivery carriers
- Liaison with bulk trash services (Waste Management)

ADDED VALUE SUPPORT STRATEGIES



City of Miami Police



Miami-Dade Police

Intelligence Led Policing

A CORAL GABLES POLICE DEPARTMENT CRIME FIGHTING PHILOSOPHY

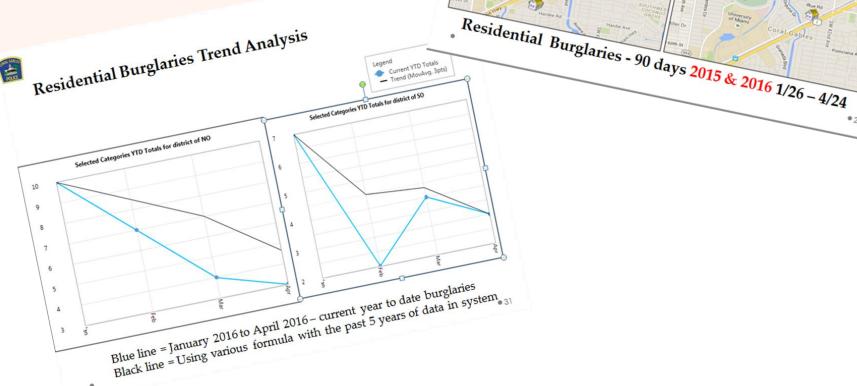


Intelligence is Critical for Decision Making, Planning, and Crime Prevention.

CRIME ANALYSIS

- Information/Data collection and management
- Data mining (identifying patterns)
- Information/Data + Analysis = actionable information
- Forecasting (way points)
- Information dissemination active collaboration (PSI, buffer zones)

Weekly Analysis Conducted



North 2016- 15

CRIME VIEW

Software Technology to Enhance Situational Awareness and Crime Analysis Capabilities of the Agency

Investigative/Query	
Filter searches	<u></u>
Their searches	
Focus	
Analyze	
Automate	
Alert	
Report	
Chart	
Track	
Truck	J

WAYPOINT CHECKS

REQUESTED INTERDEPARTMENTAL WAYPOINT CHECKS



The listed areas have been identified as having an increase in criminal activity. The Police Department is requesting that you circle the block whenever possible to help increase the visibility of City services. An increase in visibility will help deter criminal activity. If you observe anything suspicious as you pass by these locations please notify Dispatch. Take no enforcement actions. If your city vehicle is equipped with flashing amber lights please drive with them on.



North Date of request: 06/09/2016

Location	Information
Valencia / N. Greenway / Sevilla / Alhambra	Vehicle Burglary Activity

Central

Location	Information
Camilo / Salzedo / Aledo / LeJeune	Vehicle Burglary Activity

South

Location	Information
Tiziano / Almansa / Puerta / Mindello	Vehicle & Residential Burglary Incidents

Additional

Location	Information
San Ignacio / Yumuri / Sunset / Red	Vehicle Burglary Activity

NEIGHBORHOOD POLICING TEAM

Coral Gables Police Department





NEIGHBORHOOD TEAM POLICING

Partnering with the community to:

Reduce crime • Alleviate traffic • Improve quality of life

Neighborhood Team Leaders

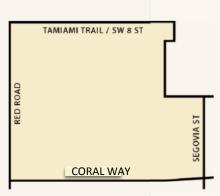
They are specially trained Police Officers assigned to specific neighborhoods focused on delivering customized police services and working closely with their assigned neighborhoods to identify and address issues related to crime, traffic and quality of life.

Neighborhood Safety Aides

They support the efforts of the Neighborhood Team Leader and provide increased visibility, enhance resident relations, and serve as the "eyes and ears" in the neighborhood. They are trained in community service, public safety and CPR/First Aid, and will patrol the neighborhood in eco-friendly vehicles.

Team Policing Unit

A squad of Team Police Officers led by a Team Policing Sergeant, they provide highly visible and strategicallyplanned efforts on vehicles, bicycles as well as foot patrols.



It's all About Team Work...

Meet Your Neighborhood Team Leader



Officer Joe Fleres

Phone: 305-442-1600

Cell: 305-733-0165

Fax: 305-460-5455

ntlfleres@coralgables.com

NEIGHBORHOOD POLICING TEAM

Coral Gables Police Department





NEIGHBORHOOD TEAM POLICING

Partnering with the community to:

Reduce crime • Alleviate traffic • Improve quality of life

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Team Policing Unit

A squad of Team Police Officers led by a Team Policing Sergeant, they provide highly visible and strategically-planned efforts on vehicles, bicycles as well as foot patrols.



It's all About Team Work...

Meet Your Neighborhood Team Leader



Officer Rhonda Jenkins

Phone: 305-442-1600 Cell: 786-562-1481 Fax: 305-460-5455

ntljenkins@coralgables.com

NEIGHBORHOOD POLICING TEAM

Coral Gables Police Department





NEIGHBORHOOD TEAM POLICING

Partnering with the community to:

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A squad of Team Police Officers led by a Team Policing Sergeant, they provide highly visible and strategically-planned efforts on vehicles, bicycles as well as foot patrols.



It's all About Team Work...

Meet Your Neighborhood Team Leader



Officer **Bo Williams**

Phone: 305-442-1600

Cell: 786-562-6944

Fax: 305-460-5455

ntlwilliams@coralgables.com

NEIGHBORHOOD SAFETY AIDES







PROBLEM SOLVING INITIATIVE MEETINGS

- PROBLEM SOLVING INITIATIVE MEETINGS
 - Holistic approach to problem solving
 - Monthly meeting with Department Directors Citywide
 - Provide situational awareness of safety concerns and perception of safety throughout the City.
 - "See Something, Say Something" encourage staff to report potential safety concerns
 - Intelligence Briefing Lt. Barta
 - Intended Outcomes from Meetings
 - Partner with departments and staff creating "force multipliers"
 - Coordinate interdepartmentally to address concerns
 - Engage staff to encourage new ideas and approaches to problem solving



PROBLEM SOLVING INITIATIVE MEETINGS

- PSI Results
 - Internal Partners
 - Public Works Department
 - Parks Department
 - Citywide Staff in Field Keeping Vehicle Lights On
 - Cross Departmental Coordination to Identify:
 - Inoperable Lights
 - Missing Traffic Signs
 - Missing Street Stones



INTERNAL RESOURCES

AMBER LIGHTS ON CITY VEHICLES



STAFFING

- NEIGHBORHOOD SAFETY AIDES
- NEIGHBORHOOD POLICING TEAM PILOT
- FORCE MULTIPLIERS
 - Internal Resources
 - External Resources
 - Waste Management
 - Crime Watch

CCTV CAMERAS / LICENSE PLATE READERS(LPR)

2Megapixel Full HD 32x Network IR PTZ Dome Camera



Key Features

- Max. 2M (1920 x 1080) resolution
- 16:9 Full HD (1080p) resolution support
- 4.4 ~ 140.8mm (32x) IR corrected optical zoom, 16x digital zoom
- . H.264, MJPEG dual codec, Multiple streaming
- . Day & Night (ICR), WDR (120dB)
- · Auto tracking, Intelligent video analytics
- · SD/SDHC/SDXC memory slot, Bi-directional audio support
- IP66, IK10, IR LED (2ea)

CCTV



CCTV Cameras / LPRs

- 11 Locations Strategically Selected throughout the City
- 18 License Plate Readers (LPRs) Located at Key Intersections
- 6 Pan/Tilt/Zoom Cameras Located in High Pedestrian Areas



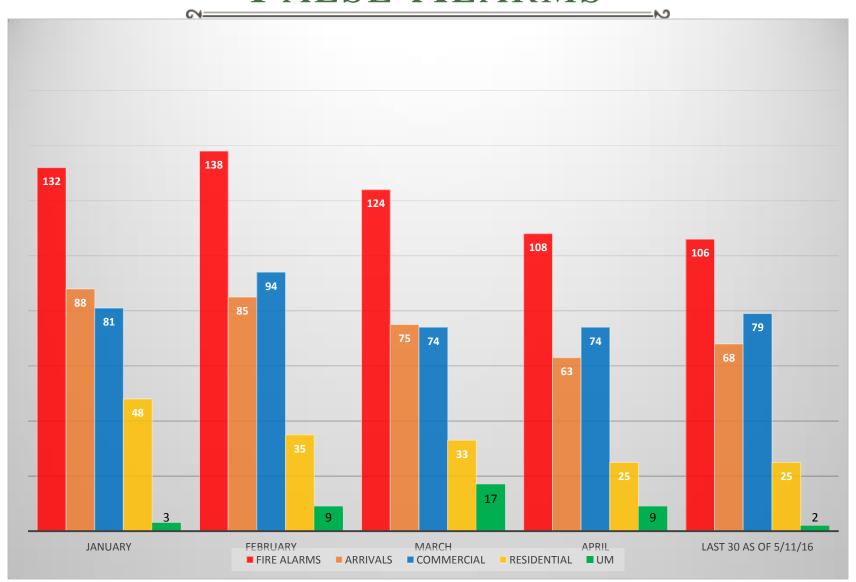
CRIME INTELLIGENCE CENTER



PUBLIC SAFETY LEGISLATION

- Anti-squatters Ordinance
- Quick Connect Alarm Program Ordinance
- Abandoned Property Ordinance
- Enhanced Abandoned Property Ordinance
 - expedited injunction cases against mortgage companies and other responsible parties
 - criminal municipal violation liability for willful failure to comply
- Forfeiture Ordinance
- False Claims Ordinance
- Unlawful Vehicle Entry Ordinance
- Unsafe Structures Ordinance
- Guardhouse Ordinance
- Construction Site Trespass Sign Ordinance
- Expanded Victim Assistance Program Resolution
- Subpoena Ordinance For Prosecutions
- Enhanced Construction Regulation Board Ordinance
 - permitting fines; expanding jurisdiction
- Enhanced Noise Ordinance
 - decibel levels for certain noises
 - increases possible fines to \$15,000
- Special Assessment Ordinance (Property Maintenance)

FIRE FALSE ALARMS



PUBLIC SAFETY STRATEGIES



CORAL GABLES POLICE DEPARTMENT



An Accredited CALEA Gold Standard Coral Gables Police Department



CORAL GABLES FIRE DEPARTMENT



An Accredited and ISO Class 1 Coral Gables Fire Department

If you're considering a career in Public Safety, you should consider Coral Gables.

Apply at www.coralgables.com/jobs

FOR ADDITIONAL INFORMATION, CONTACT Coral Gables Non-Emergency: 305-442- 1600 Coral Gables Emergency: 911

www.CoralGables.com

CORAL GABLES.

Jim Cason Mayor

Frank C. Quesada Vice Mayor

> Patricia Keon Commissioner

Vince Lago Commissioner

Jeannett Slesnick Commissioner

Cathy Swanson-Rivenbark
City Manager

Craig E. Leen City Attorney

Walter J. Foeman City Clerk CITY OF
CORAL GABLES
PUBLIC SAFETY
STRATEGIES ARE
TAKING SHAPE!



The City of Coral Gables is introducing new public safety strategies to enhance the wellbeing of our citizens

Working together to protect our community

PUBLIC SAFETY STRATEGIES

PUBLIC SAFETY IS OUR #1 PRIORITY

In 2015, the City of Coral Gables experienced a 15% reduction in crime compared to the previous year, according to the Florida Department of Law Enforcement's Uniform Crime Report (UCR). Much of this success is the result of community involvement, as well as initiatives implemented by the City of Coral Gables Public Safety Team.

NEW PUBLIC SAFETY STRATEGIES

Anti-Crime Committee:

Reinstated in 2015, this 13-member citizen board provides invaluable feedback to City leaders regarding public safety issues in each of the City's 12 patrol zones. Among the areas of interest are waterway patrolling, street lighting as crime deterrent, and visible traffic enforcement.

CCTV Cameras:

Placed in strategically selected locations of high traffic and pedestrian areas to provide a geo-fence around the City of Coral Gables. There are about 190 entrance points to our City, posing a great challenge to public safety.

Crime Intelligence Center:

A new state-of-the art command center in Police headquarters that receives video feeds from all City-owned cameras and private cameras where owners have given permission for their use.

Fire Alarm Responses:

Since January of 2016, the number of residential and commercial false fire alarm responses has been reduced. An analysis of trigger issues is being conducted by Fire Prevention staff or third-party fire alarm certification companies.



Emergency Rescue Response Times:

Pilot program of relocating one Fire Department apparatus and crew to serve the south end of Coral Gables and west end of the University of Miami. The goal is to improve fire and rescue response times around this area.

License Plate Readers:

Located at key intersections throughout Coral Gables to identify persons or vehicles whose license plates are connected to a crime or infractions.

Neighborhood Team Policing:

A new approach of designating Police Officers as Neighborhood Team Leaders who are assigned to specific neighborhoods to easily identify and address issues related to crime, traffic and quality of life.

Neighborhood Safety Aides:

New civilian personnel supporting the efforts of the Neighborhood Team Leaders, adding another layer of service. They are trained in CPR/First Aid and patrol the neighborhood in eco-friendly vehicles for increased visibility.

New Crime Analysis Technology:

Introduction of Crime View software technology to enhance situational awareness and crime analysis capabilities.

Police Officer Recruitment:

New recruitment process improvements and marketing strategy to expand the pool of applicants. An aggressive recruitment effort for certified and non-certified police officers is being pursued while maintaining high public safety personnel standards.

Problem Solving Initiative Meetings:

Ongoing monthly meetings with City Departments to share potential safety concerns with internal and external resources in order to create a force multipliers' effect.

Public Safety Legislation:

Since 2015, new City laws have been introduced to enhance public safety. Examples are the Antisquatters Ordinance, Quick Connect Alarm Program Ordinance, Abandoned Property Ordinance, Unlawful Vehicle Entry Ordinance, Expanded Victim Assistance Program Resolution, Subpoena Ordinance for Prosecutions, among others.

Waste Watch Program:

A public/private partnership. Waste Management drivers act as an extra set of eyes and ears for Coral Gables Police, Fire and emergency services. They report any suspicious activity that they may witness during their routes.

Way Point Program:

To deter criminal activity, this new program identifies locations within Coral Gables that need another set of eyes of City personnel beyond the presence of the Police Department. Once an area is identified, other City departments such as Code Enforcement, Sanitation or Public Works will circle the block to report any suspicious activity.

If You See Something Say Something!

CRIME STATISTICS

CRIME TRENDS

Coral Gables Police Department January – December 2015

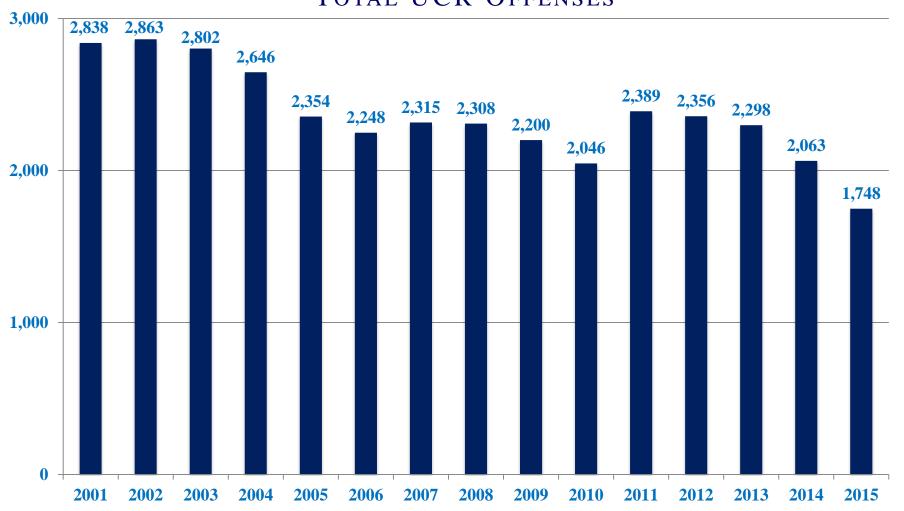
	Index Total		Violent		Property					
Year	Crimes	% Change	Crime	% Change	Crime	% Change	Population	% Change	Crime Rate	% Change
2011	2,389	16.8	92	-1.1	2,297	17.6	47,031	3.4	5,079.6	13.0
2012	2,356	-1.4	79	-14.1	2,277	-0.9	47,885	1.8	4,920.1	-3.1
2013	2,298	-2.5	84	6.3	2,214	-2.8	48,524	1.3	4,735.8	-3.7
2014	2,063	-10.2	76	-9.5	1,987	-10.3	48,780	0.5	4,229.2	-10.7
2015	1,748	-15.3	75	-1.3	1,673	-15.8	49,397	1.3	3,538.7	-16.3

Source: Florida Department of Law Enforcement (FDLE) Uniform Crime Report, 2015 reflects data in the UCR database as of 1/29/2016.



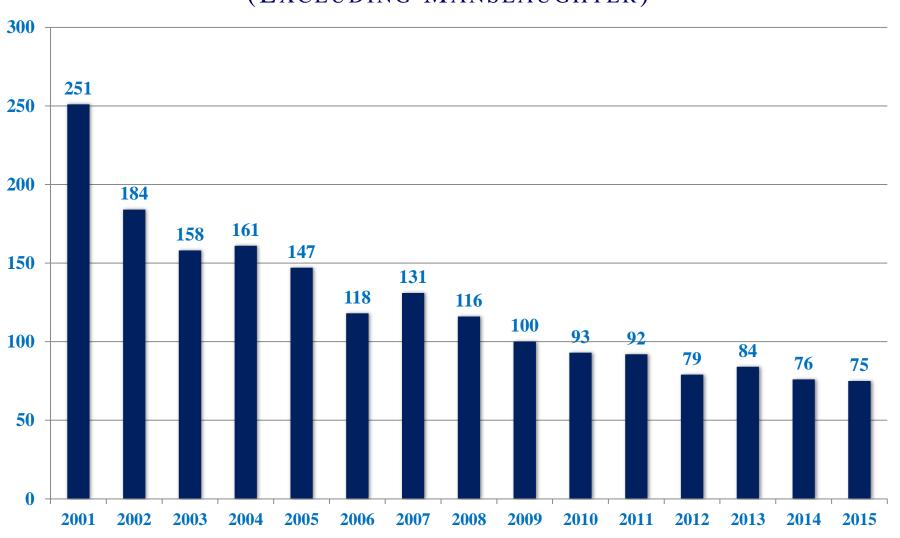
CORAL GABLES POLICE DEPARTMENT 2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL UCR OFFENSES



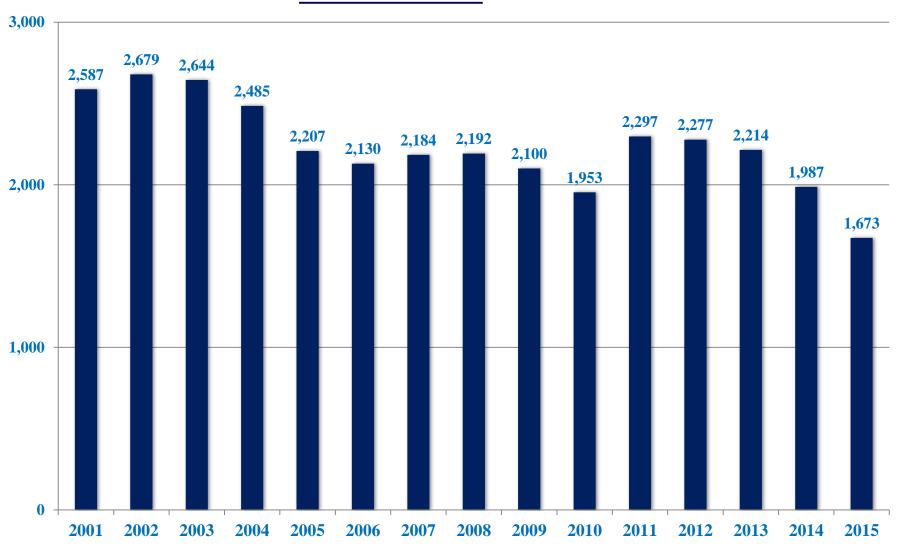
CORAL GABLES POLICE DEPARTMENT 2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL VIOLENT UCR OFFENSES (EXCLUDING MANSLAUGHTER)



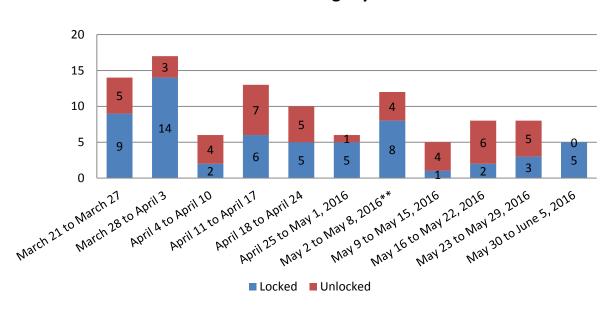
CORAL GABLES POLICE DEPARTMENT 2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL NON-VIOLENT UCR OFFENSES

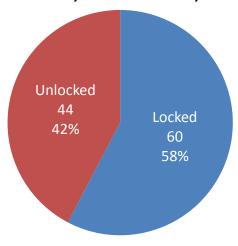


VEHICLE BURGLARIES

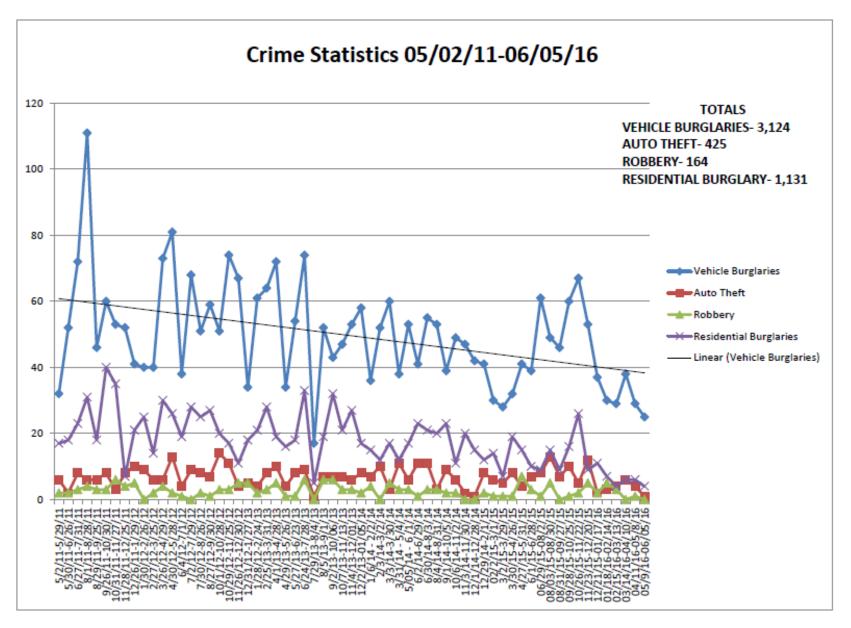
Vehicle Burglary



Vehicle Burglary March 21, 2016 to June 5, 2016









TRAFFIC DEPARTMENT WIDE

LAST 30 DAYS	TRAFFIC STOPS	CITATIONS	WRITTEN WARNINGS	
SED	56	368	449	2.47

SED 56 308 449 247
Other(s) 812 696 306 565

Statistics as of 5/25/2016